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Local Government Service

No. 16 APRIL, 1934 Vol. XV

PUBLIC SERVICES' TRIBUTE TO N.A.L.G.O.

GENERAL SECRETARY HONOURED AT GREAT CELEBRATION FUNCTION IN LONDON: STRIKING EULOGIES OF THE ASSOCIATION'S TWENTY-FIVE YEARS' PROGRESS

[Photo by Non-Flash Banquet Photo Co.

A section of the distinguished company which honoured the General Secretary at the celebration dinner. At top table, from left to right, are:—Mr. S. Lord, Miss Billie Hill, Lord Dickinson, Miss Kathleen Hill, Mr. L. Hill, the President, Mrs. Cecil G. Brown, Countess of Oxford and Asquith, Mr. G. H. Shakespeare, M.P., Sir Noel Curtis Bennett, Sir Herbert Blain, Sir Harry Pritchard, Sir Arthur P. Johnson, Ald. W. P. Newman, Sir Walter S. Kinnear, Mr. G. W. Coster

"Lector, si monumentum requiris circumspice." MR. CECIL G. BROWN, LL.B., the president, quoted these words—Wren's epitaph in St. Paul's Cathedral—as a fitting memorial to Mr. L. Hill, when he proposed the principal toast on the occasion of the complimentary dinner to the general secretary at the May Fair Hotel, London, on March 3, to celebrate Mr. Hill's completion of twenty-five years in the pivotal position of the Association. Mr. Brown was referring to the large and distinguished company present—over 500 ladies and gentlemen representative of every branch of the public administration—who had come to pay their tribute to the organising genius, the zeal, and the disinterested service which Mr. Hill has contributed to the building up of N.A.L.G.O. from an obscure and almost penniless association to one of the world's most influential vocational organisations with a membership of nearly 75,000 and invested funds exceeding £1,250,000.

This was much more than a national occasion; it was, indeed, a function of international significance. Apart from the fact that representatives were present from the International Union of Local Authorities, congratulatory messages were received from, among other bodies, the Department of Public Welfare, Philadelphia; American Municipal Association (Federation of State Leagues of Municipalities); Ulster Public Officers' Association; Irish Local Government Officials' Union; International City Managers' Association; Shanghai Municipal Officers' Staff Association; South African Association of Municipal Employees; Institute for Foreign Public and Local Administration, Germany; the Local Government Officers' Association of Poland and Association of Local Government Clerks, New South Wales. Here is an extract from a typical message—from Mr. Paul V. Betters, Executive Director of the American Municipal Association (The Federation of State Leagues of Municipalities):—

"Just as many of our organisations in the United States represent the vision of one individual or a small group of individuals, so in England does N.A.L.G.O. represent the vision of a man who, twenty-five years ago, had but an address and a letter box in London. The progress of N.A.L.G.O. is due almost entirely to a broad conception of what co-operation among local government officers would mean which developed in the mind of Mr. L. Hill . . . Perhaps no one has done more in the interests of local government that Mr. L. Hill with his imaginative genius for organisation and administration. To those of us in America who look to England for assistance and guidance on many governmental problems, N.A.L.G.O. stands out as a beacon to guide us in the development of similar work here in this country."

The President, proposing the toast of "Our Guest," said that the idea of celebrating the completion of twenty-five years' service by Mr. Hill had been very warmly taken up by the National Executive Council and the branches, and the result was that evening's magnificent assembly. Distinguished guests had come to do honour to Mr. Hill. The President specially mentioned Lady Oxford and Asquith, without whom on such an occasion, he said, the assembly would be incomplete. They were celebrating a wonderful record of twenty-five years' progress since Mr. Hill started with a typewriter and the modest sum of £125 in the bank. That typewriter ought certainly to find a home in the London Museum (laughter). Supposing Mr. Hill had looked on that typewriter with the eyes of a magician, he would have seen a membership roll now of 75,000; Logomia with £27,000 premium income; N.A.L.G.O. with over £1,250,000 invested funds; the Nalgo Provident

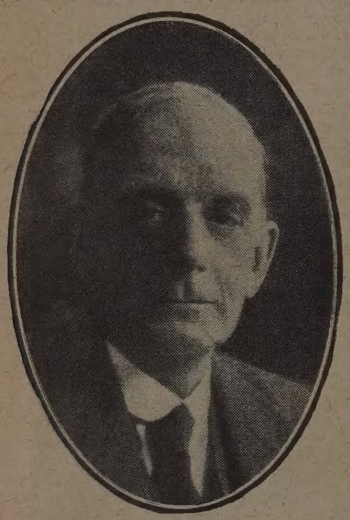
(*Continued on next page*)

PUBLIC SERVICES' TRIBUTE *(Continued)*

SIR HERBERT BLAIN RECALLS THE ASSOCIATION'S EARLY YEARS

Society with 14,000 members; the N.A.L.G.O. Building Society with advances of £523,000; the Education Department with 1,800 students; and the Benevolent and Orphan Fund.

All this, twenty-five years ago, might have seemed an idle dream—something hopeless of attainment in that brief space of time. But Mr. Hill had lived to see it fulfilled, and he



MR. C. G. BROWN, LL.B.
President of N.A.L.G.O.

was still a young man capable of further achievements (applause). He (the President) had referred to big figures. But too much might be made of big figures. The figures, however, signified solid achievements in the improved conditions and pay of local government officers. Every year superannuation had become more general, and now a compulsory superannuation measure of general application was in sight. Again, the figures signified the status and recognition which N.A.L.G.O. had attained.

Educational Developments

Alluding to the educational developments, the President observed that in this matter the association had attained a unique position. It was aiming at the improvement of the conditions of the local government officer by improving his efficiency and educational qualifications. That was a worthy and honourable aim. In Mr. Hill they had a man of character, zeal, enthusiasm, administrative ability, tact, courtesy, good humour, and good cheer.

The President concluded with a reference to the troubled conditions of other countries, where democratic government, he said, is on its trial. "As we look at the world around us, don't let us make the mistake of thinking that we are immune," he added. "If we go the way of other countries, there will be an end of local government as we know it now, because it will be the end of democratic government based on freedom of discussion, of the Press, and of association. Against all this our safeguard in the last resort is efficiency, and we claim that our Association promotes efficiency. In the end it is men who matter." (Loud applause.)

On behalf of the members, the President presented Mr. Hill with a radiogram and a cheque which he asked him to accept with the united good wishes of every member of the Association.

Sir Herbert Blain, who was prominently identified with the foundation of the Association supported the toast. It must be a supreme joy to Mr. Hill, he said, to see himself surrounded as he was that night by representatives of the national and local government services from all parts of the kingdom. Mr. Hill had endeared himself to all by his strength of character and his charm of manner. Apart from Mr. Hill and those three graces, the Misses Hill, there could be no one in that great assembly who could have greater pleasure in being present that night than he (Sir Herbert). No founder had a greater right to be proud of his offspring than himself. That was an historic occasion for the National Association of Local Government Officers which had for its object the gathering together for efficiency, for helpfulness, and for assistance, members of a service which had rendered great help to the Government of the country and the administration of the local authorities.

The Beginnings of N.A.L.G.O.

Sir Herbert proceeded to recall the foundation and the early years of the Association. The Association was founded in 1905, and Sir Herbert recalled how a few men, including Sir Homewood Crawford, met in the basement of a hotel in Fleet Street in order to "bury" the London Municipal Officers' Association. Several thought it was a mistake to wind up the Association, and then and there they founded N.A.L.G.O. It was a great joy to him (Sir Herbert) to see that night some old faces he had not seen for many years. There were Mr. Darricotte, Mr. Pullinger, now an alderman, and other stalwarts. They had also their friend, Sir Arthur Johnson—(applause)—who for many years had been a tower of strength to the organisation. Four years after the Association was started, Mr. Hill came as the first full-time secretary. The Association had been fortunate in that selection 25 years ago. They had had in Mr. Hill not merely a personal friend, but a man who throughout that long period of service had given of his best and had placed local government officers under a great debt. He had been faithful in conduct, loyal in service, and constantly zealous in the work to which he had put his hand. (Loud applause.)

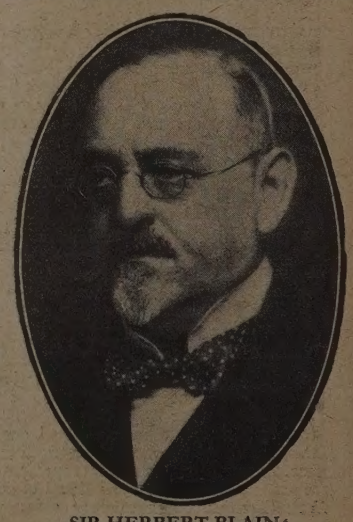
Dr. I. G. Gibbon, of the Ministry of Health, also supported the toast "with great pleasure." He could assure them, he said, that Mr. Hill had never failed in pressing the claims of the Association and obtaining results—indeed, some might say, too many results. Mr Hill possessed in a marked degree the essential qualities of a secretary—pertinacity, perspicacity, tact in abundance, and, above all, a sense of proportion. After all, public servants had to realise in their organisations that they had to exercise a certain restraint; the public interest must be predominant. It was no small tribute to the discretion with which N.A.L.G.O. had been conducted that the Association had had no serious trouble—scarcely any trouble at all, in fact. If Mr. Hill required a monument far more eloquent than any of those who spoke to the toast could provide, he need only look around him, and a magnificent monument it was. It would be well if this monument had an inscription. Dr. Gibbon suggested that there should be prepared a history of the growth and development of the Association. He concluded by observing that Mr. Hill had rendered service of great value to the local government of this country. (Loud applause.)

Mr. Hill received an ovation on rising to speak, the company joining in singing "For He's a Jolly Good Fellow." He opened his speech by referring to some of the pioneers of N.A.L.G.O. There were, for instance, Sir Herbert Blain; Sir Homewood Crawford, "a power when N.A.L.G.O. had nothing but influence to rely upon"; Sir Arthur Johnson, "a great chairman and the kindest of men"; Sam Lord, "who has held more offices than any other, and my best friend in all times of initiating new schemes." Again, there was Mr. Darricotte, who had sponsored the Benevolent and Orphan Fund, and had now the satisfaction of seeing what a great benefit it was to many dependents. Mr. Hill referred to Mr. W. E. Lloyd as "an honorary treasurer par excellence." He also recalled Mr. Forster, the former treasurer; Mr. Kidson, and Mr. Abbott, "all of whom served their fellow officers with distinction for many years"; and Mr. Pullinger, "the fifth wheel to our coach." The General Secretary also paid tribute to the present President and his colleagues on the National Executive Council, "who have had to face, and have faced bravely, the perils of the last two or three years." There had been more comfort in the curses of such men than in the prayers of others.

The Fight for Superannuation

There were several others whose names came to mind that night. The late Fred Marsden, for example, had been picked off the screen by time; all had rendered yeoman service. And there was one woman! There had been meetings when the tension was severe. There had been occasions when apathy seemed overpowering, and there had been days when "we have spat on our hands and thrown our caps over the mill." Superannuation had brought N.A.L.G.O. into existence, and there were great days of debate on the best methods to pursue. It seemed a long way from that evening in 1910 when Sir Herbert and he (Mr. Hill) had put on paper the first outline of an examination scheme, to the recent publication of the Hadow report. Mr. Hill recalled the day when Mr. Forster, the then honorary treasurer, had rung him up to say that unless he could get in another half-dozen subscriptions he could not pay his salary. To-day, when "that splendid fellow and great treasurer," Mr. Lloyd, rang him up, it was to ask if he had got enough.

When they first started talking of superannuation there were seven local authorities with local schemes. To-day, very few officers



SIR HERBERT BLAIN:
"No Founder has a greater right to be proud of his offspring."

PUBLIC SERVICES' TRIBUTE *(Continued)*

MR. HILL ASKS: "WHAT OF THE NEXT 25 YEARS FOR THE SERVICE?"

were without superannuation. They had travelled a long way since Sir Arthur had drafted the first Bill. When he (Mr. Hill) assumed the general secretaryship of N.A.L.G.O., he had found the local government service in the best British style of unplanned growth. Its efficiency was undoubted, but it could best be illustrated by that classic war story of the sergeant who, after a glance at the raw material placed in his hands—some with rifles upside down, some without—said, "No wonder we're winnin'." "Imagine the task of taking the message of organisation to the aborigines of a pre-war local government service," Mr. Hill proceeded. "Every district governed by a chief—full of taboos, sitting, as it were, cross-legged with all his principles gloriously spread out in front of him. A truly depressing sight!" He (Mr. Hill) had got far more comfort from inquiring after their ages and health than he had from putting forward reasons why they should join N.A.L.G.O.

The Next 25 Years

Twenty-five years ago the Association had a typewriter and a few sheets of paper. To-day they saw how "the tall ships—the Grandees in public administration—dip their flags to N.A.L.G.O. in passing." In 1934, after twenty-five years, they saw the publication of the Hadow report. If nothing more had happened than the publication of that report during this important year we should have felt that the work had been worth while. All their efforts during the last fourteen years had proved how securely the minds of most people were padlocked to 1914. He sincerely hoped they were now free from that mental soddenness.

Mr. Hill proceeded to ask: "What of the next twenty-five years?" There were greater achievements to be attained than ever they had thought of. One great task which impressed him more than any other was the establishment for public administration of a standard of work values, and a prestige based solely upon the national importance of that work and entirely divorced from the fluctuating successes and failures in other walks of life. On the merits of our case we have nothing to fear, but unfortunately all the phrases were on the other side. It was as true to-day as when Robert Louis Stevenson wrote: "There are too many catch words in the world. They have a currency as intellectual counters and many responsible people pay their way with nothing else." To have a catch word was not the same as to hold an opinion. Still

DR. I. G. GIBBON
Principal Assistant Secretary, Ministry of Health, who supported the chief toast

less was it the same as to have formed one oneself. They were too close to the events of the last two years not to realise the importance of that.

"The children of to-day," Mr. Hill continued, "are inheriting the biggest mess, certainly the biggest problems, that have ever been bequeathed by one generation to another, and public officers know they are not responsible for the present state of affairs." Public administration had been the scape-goat too long for other people's misdeeds. To transform the adverse opinion of local government was a task which they must regard as their obligation. It was not an easy one. To ask a man in the street to believe that local government had a real and lasting value was to pull up his economic moorings and set him mentally adrift. They must cultivate a service consciousness amongst members and "integrity in office and o'er all supreme; a passion for the common weal." They must refuse to accept the superiority complex of the man outside the service who had only enough brains to make money. He (Mr. Hill) was uninfluenced by figures, but he was tremendously proud of the influence of their great Association and of that great spirit of camaraderie which existed all over the country and which was the very essence of good work.

Mr. Hill concluded by thanking them most sincerely for the great honour they had conferred upon him.

Dr. Wotherspoon, Senior Vice-President of the Association, proposing the toast of "Local Government," said that local government was a somewhat unfortunate term to some people, but it was difficult to suggest any other term. Perhaps something like social services might be better. He urged that it was the duty of everyone to see that rates were expended in the best way possible. He commented upon the enormous amount of work done by members of councils, and indicated the very valuable services which local government was rendering to the country. The voluntary service of local government, he said, was one of our proudest traditions, and he alluded to the great part which is being played by local government officers in the smooth working of the local government machinery.

Lord Dickinson, who will be recalled as a former chairman of the London County Council, replied to the toast. Mr. Hill, he said, had not only built up a magnificent organisation, but he had been one of those who, during the last

(Continued on next page)

Another Section of the Great Gathering at the May Fair Hotel: At top table from left to right are: Miss Eileen Hill, Sir H. Jackson, M.P., Senator Vinck, Dr. I. G Gibbon, Sir H. Bunbury and Dr. Wotherspoon

PUBLIC SERVICES' TRIBUTE *(Continued)*

OUR LOCAL GOVERNMENT "ENVY OF THE WORLD"

twenty-five years, had contributed so much to the work of elevating the standard of local government administration throughout the country. Local government had made great advances. His lordship had no hesitation in saying that the work of local government bodies was by far the most important part of our political organisation. In the last twenty-five years the debt of local authorities had increased from something like £500,000,000 to £1,300,000,000. Some might say that was a terrible thing; but it was not so. Once upon a time it used to be a mark of respectability to have a big balance at the bank; now it was a mark of respectability to have a big overdraft. It was in the best interests of the country to put into the local government service the best men and women they could find and to keep them in it.

Mr. G. H. Shakespeare, M.P., Parliamentary Secretary to the Ministry of Health, also replied to the toast, paying his "humble but sincere tribute to that local government which is the envy and admiration of the world." One of the greatest pleasures he had experienced in his work at the Ministry of Health had been to pilot through the House of Commons the measure providing that local government officers would not be detrimentally affected in respect of superannuation as a result of cuts in their salaries. The growth of the local government service had been one of the wonders of the last generation. Ninety-nine per cent. of the expenditure on local government services gave value for money. Politicians sometimes imagined that they were the elements that brought stability to the country. He had not been long at the Ministry of Health before he realised how supremely important all governments were. But Central Government changed, and the glory of our public life depended upon the fact that the civil service and the local government service went on for ever. There they had permanency and continuity running through the life of the country. The standard of integrity in the Civil Service and the local government service had no equal in the world.

The Hadow Report

Mr. Shakespeare also referred to the Hadow Report. Speaking quite unofficially, he said he liked the report. It established for the local government service principles which had long been recognised in connection with the Central Civil Service. He was impressed with the report. It seemed to him to be a good step forward and one that they might well take in the interests of those industrious officers of local government. He thanked them for the way they were carrying out their labours, poorly remunerated labours. (Hear, hear!) "So poorly," Mr. Shakespeare added, "that I sometimes think you entered the service not for the remuneration, but for the love of the service. You and we are a partnership which has secured for this country good and efficient government, and long may that partnership continue."

Senator Vinck, Secretary of the International Union of Local Authorities, added a tribute on behalf of that organisation. He expressed admiration for the splendid work done by N.A.L.G.O. and for its "dynamic Secretary," Mr. Hill.

MR. G. H. SHAKESPEARE
Parliamentary Secretary, Ministry of Health: "99 per cent. of Expenditure on Local Government Services gives value for money"

SOME OF THE GUESTS

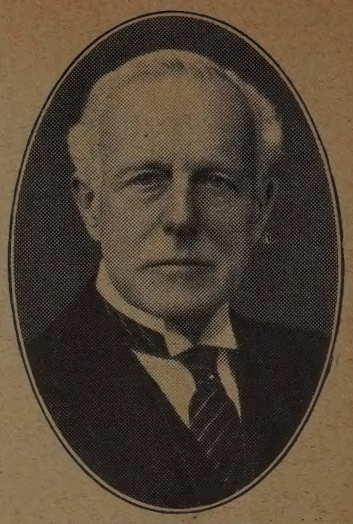
The following were among those present:

Miss Kathleen Hill, Miss Billie Hill, Miss Eileen Hill, Mrs. Cecil G. Brown; The Countess of Oxford and Asquith; Lord Dickinson, P.C., K.B.E.; Mr. G. H. Shakespeare, M.P., Parliamentary Secretary, Ministry of Health; Sir John R. Brooke, C.B., Electricity Commission; Sir Henry Bunbury, Accountant-General, Post Office; Sir Henry Jackson, M.P.; Sir Noel Curtis Bennett, K.C.V.O., National Playing Fields Association; Sir Herbert E. Blain, C.B.E.; Sir Harry Pritchard, Association of Municipal Corporations; Sir Arthur P. Johnson, M.A., J.P., Past President, N.A.L.G.O.; Sir Walter S. Kinnear, K.B.E., Ministry of Health; Sir Lynden Macassey, K.B.E., K.C.

Sir Percy Hurd, M.P., Rural District Councils' Association; Senator E. Vinck (Belgium), International Union of Local Authorities; Mr. C. H. Bressey, C.B., C.B.E., F.S.I., Ministry of Transport; Mr. B. E. Nicholls, British Broadcasting Corporation; Mr. F. W. Leggett, Ministry of Labour; Dr. A. Wotherspoon, Vice-President, N.A.L.G.O.; Dr. I. G. Gibbon, C.B., C.B.E., Ministry of Health; Mr. S. Lord, F.I.M.T.A., F.S.A.A., Immediate Past President, N.A.L.G.O.

Alderman W. P. Newman, J.P., F.S.I., F.A.I., Mayor of Hampstead; Mr. G. W. Coster, M.B.E., Vice-President, N.A.L.G.O.; Mr. F. J. Willett, Chairman, National Executive Council, N.A.L.G.O.; Mr. W. E. Lloyd, Hampstead (N.E.C.), Hon. Treasurer; Mrs. W. E. Lloyd; Mr. H. W. S. Francis, O.B.E., Ministry of Health; Mr. H. G. Baker, Headquarters; Mr. H. Corser, Headquarters; Mr. J. B. Swinden, Headquarters; Mr. H. Wright, Headquarters; Dr. G. Clark-Trotter, Islington; Dr. Margaret Clark-Trotter, Islington; Mr. G. T. Bailey, County Accountant, Gloucestershire; Mr. A. Denton Ogden, Chelmsford (N.E.C.); Mr. Arthur Collins; Mr. S. E. Hall, Mayor of Camberwell; Mrs. S. E. Hall.

Dr. F. E. Scrase, Hampstead; Mr. J. Darricotte; Mr. W. H. Pullinger; Dr. H. Douglas Smart; Mrs. H. Douglas Smart; Mr. T. Avis, Secretary for Great Britain of the International Union of Local Authorities; Mr. L. Charap, representing City of Warsaw; Mrs. L. Charap; Mr. H. G. Corner, Institute of Public Administration; Mr. A. Laker, Chairman, Municipal Journal, Ltd.; Mr. G. C. Lawrence; Mr. L. Welsh, "London Town"; Mr. L. F. Arnold, Landed Property Agents; Mr. J. Bond, Municipal Mutual Insurance, Limited; Mr. A. Winter Gray, Institute of Transport; Mr. C. Garrett Holden, Secretary, Institute of Municipal Treasurers and Accountants; Mr. F. Mander, National Union of Teachers; Mr. J. J. McIntyre,



LORD DICKINSON
Who believes that the work of local authorities is "by far the most important part of our political organisation"

Rural District Councils' Association; Mr. H. N. Penlington, National Union of Teachers.

Dr. William Robson, London School of Economics; Mr. R. A. Wetherall, President, Institute of Municipal Treasurers and Accountants; Mr. P. H. Harrold, Hampstead, (N.E.C.), Hon. Solicitor for England; Mr. C. E. Brackenbury, Ministry of Health; Mr. F. Buckingham, Society of Civil Servants; Mr. A. J. T. Day, Society of Civil Servants; Mr. W. P. Fox, Organising Secretary, N.A.L.G.O.; Mrs. W. P. Fox; Mr. G. H. M. Hoey, Civil Service Confederation; Mr. W. W. Armitage, Sheffield (N.E.C.); Mrs. G. Franks, Sheffield (N.E.C.); Mr. P. E. Dimmock, Caterham and Warlingham; Mr. V. Grainger, Newcastle-on-Tyne (N.E.C.); Mr. Parker Morris, Westminster; Mr. H. S. Newton, Sheffield; Mr. John Simonds, M.A., Barrister-at-Law, Legal Secretary, N.A.L.G.O.

Mr. J. W. Singleton, Accrington (N.E.C.); Mr. H. Begg, Lanarkshire (N.E.C.); Mr. A. G. Bolton, Harrogate (N.E.C.); Mr. J. Chaston, Kettering (N.E.C.); Mr. G. S. Fraser, Aberdeen (N.E.C.); Mr. T. Freeman, Manchester (N.E.C.); Mr. W. B. Jepson, San. Inspectors' Association; Mr. M. O. McAuliffe, Bristol (N.E.C.); Mr. D. J. Parry, Glamorgan (N.E.C.), Hon. Solicitor for Wales; Mr. H. T. Perry, San. Inspectors' Association; Mr. J. W. Wilkinson, Southport (N.E.C.); Mr. E. P. Everest, Local Government Clerks' Association; Mr. F. W. Greenhalgh, Manchester (N.E.C.); Mr. D. L. Griffiths, Aldershot (N.E.C.).

Mr. F. V. Merriman, Reading (N.E.C.); Mr. J. Moss, Kent C.C. (N.E.C.); Mr. C. A. W. Roberts, Liverpool (N.E.C.); Mr. E. J. Stead, Somerset (N.E.C.); Mr. E. J. Waugh, Local Government Clerks' Association; Mr. A. G. M. Archibald, Glasgow (N.E.C.); Dr. G. F. Buchan, Willesden; Mr. F. R. Finch, Willesden (N.E.C.); Mr. J. J. Clarke, Mr. G. Llewellyn, Monmouthshire (N.E.C.); Mr. R. P. Morgan, Met. Water Board; Mr. G. P. Warner Terry.

Mr. J. E. Gee, Lancs. C.C. (N.E.C.); Mr. J. E. N. Davis, Headquarters; Mr. T. M. Kershaw, Headquarters; Mr. J. M. Mortimer, Headquarters; Mr. F. Thomas, Headquarters; Mr. R. W. Coppock, Nottingham; Mr. W. Vane Morland, Leeds; Mr. R. Wildgoose, Yorkshire District; Dr. J. B. Williamson, North Shields.

Mr. W. G. Auger, St. Pancras (N.E.C.); Lt.-Col. T. R. Ubsdell, Surrey C.C.; Mr. C. Kent Wright, Stoke Newington; Mr. W. A. Shee, Kent C.C.; Mr. H. Slater, Headquarters; Mr. D. J. Parker, Headquarters.

During the dinner selections were played by the Cavendish Orchestra, and later a delightful entertainment was provided by Miss Megan Thomas (soprano), Mr. Tom Kinniburgh (Bass), Jean Harley and George Barker (entertainers), and Kathleen O'Hagan (at the piano).

National Association of Local Government Officers

ANNUAL CONFERENCE

Central Hall, Queen Street, Scarborough

WHITSUNTIDE, 1934

NOTE: The proceedings will commence at 9.30 a.m. on Saturday, May 19, 1934, and on Monday, May 21, 1934. The Conference will adjourn for luncheon at 12.30 p.m. and reassemble at 2.30 p.m. on each day, unless otherwise determined. The Session on Saturday morning will be open to all local government officers and the public.

AGENDA

1. **OFFICIAL WELCOME BY HIS WORSHIP THE MAYOR OF SCARBOROUGH, COUNCILLOR G. K. G. PINDAR, J.P., AND MEMBERS OF THE CORPORATION.**
2. **PROCEEDINGS OF THE CONFERENCE HELD ON JUNE 3 AND 5, 1933.**
3. **BENEVOLENT AND ORPHAN FUND.**
   (*a*) The Mayoress of Scarborough, Mrs. Pindar, will receive the Purses of the Benevolent and Orphan Fund.
   (*b*) The Mayoress of Scarborough, Mrs. Pindar, will present the "Sir Homewood Crawford" Shield, the "Sir Charles Wakefield" (Lord Wakefield) Shield, and the "Bridlington" Cup.
   (*c*) Honorary Treasurer's Financial Statement.
   (*d*) Management Committee's Report and Notices of Motion and amendments relative thereto.

Notice of Motion given by the National Executive Council.

That the rules and constitution of the Benevolent and Orphan Fund be amended as follow:—

Annuities.

Insert the following new Rule 3*a*:—

RULE 3(*a*) (i) To be eligible for election as an annuitant, the applicant, or, in the case of a widow her late husband, must have been a life member or a contributing member of the fund for at least five years immediately previous to the receipt of the application or continuously since the date of entry into the service if less than five years.

(ii) No annuity shall be granted to any applicant under the age of fifty, unless such applicant is afflicted with paralysis, insanity or blindness, or unless there is some other valid reason which prevents the applicant from earning a subsistence.

(iii) In determining the amount of an annuity, the real or personal property exceeding £200 possessed by the applicant shall be assessed at its annual value if then expended in the purchase of a Post Office annuity, and the annual value shall be revised every fifth year.

(iv) No applicant for an annuity shall be assisted until every effort has been exhausted to obtain some definite sum for maintenance from the applicant's children, according to their means.

Temporary Relief.

Insert the following new Rule 3*b*:—

RULE 3(*b*) Except as otherwise decided by the Management Committee in cases which, in their opinion, require special consideration, no application for temporary relief shall as a general rule be entertained when the applicant has savings which when realised are in excess of £200.

Loans.

Insert the following new Rule 3*c*:—

RULE 3(*c*) (i) Loans may be granted to applicants to meet expenses incurred in cases of emergency. For the purpose of this rule, house purchase or repayment of principal (with or without interest) under a mortgage shall not be considered a case of emergency.

(ii) No loan may as a general rule exceed the sum of £50.

(iii) No special charges of any kind shall be made for the granting of loans, but borrowers must pay interest at the rate of 2½ per cent. per annum. Loans without interest may be granted in special cases.

Membership and Contributions. Rule 5a (i):—

Delete the figures "£2 2s. 0d." from line 1 of 5*a* (i) and substitute the figures "£3 3s. 0d." therefor.

Note.—The effect of the proposed amendment is as follows, the deletions being in *italics* and the additions in **black:**—

"(i) a personal donation of not less than *£2 2s. 0d.* **£3 3s. 0d.** in any one year shall be a 'life member.'"

Regional Committees—Rule 23.

Delete the existing Rule 23.

Note.—Rule 23 at present reads as follows:—

"23. All grants shall be made by the Regional Committee, on a report of the branch, but a branch, in urgent cases coming within its province, may in any one year make grants which in total do not exceed an amount equal to one-third of the total contributions of such branch for the previous year, provided that in any one case the grant voted shall not exceed £30 0s. 0d., after taking into account any previous grant made to such case. Provided that in cases where, in the opinion of the branch, the applicants are deserving of a grant in excess of the amount voted by them, they shall have power to refer the applications, together with their observations to the Regional Committee."

Regional Committees—Rule 25.

That Rule 25 be amended as follows:—

"1. By the deletion of the first paragraph and the substitution of the following therefor:—

'All grants shall be made by the Regional Committee on a report of the branch concerned, up to a maximum of *£15* in any individual case, after taking into account any previous grant made to such case.'

"2. By the deletion of the figures '£30 0s. 0d.' from the sixth line of the rule and the substitution of the figure '£15 0s. 0d.' therefor."

Note.—The effect of the proposed amendments to Rule 25 is as follows, the deletions being in *italics* and the additions in **black:**—

25. *The Regional Committee may make such grant as they think fit up to any amount not exceeding £30 0s. 0d. in any individual case, after taking into account any previous grant made to such case.* **All grants shall be made by the Regional Committee, on a report of the branch concerned, up to a maximum of £15 in any individual case, after taking into account any previous grant made to such case.** Provided that in cases where, in the opinion of the Regional Committee, the applicants are deserving of a grant in excess of *£30 0s. 0d.* **£15,** they shall have power to refer the applications, together with their observations, to the Management Committee. A member or branch shall have the right of appeal direct to the Management Committee against the decision(s) of the branch and/or Regional Committee.

Regional Committees—Rule 27.

That Rule 27 be amended as follows:—

1. By the deletion of the figures "£30 0s. 0d." from the third and fifth lines of the rule and the substitution of the figures "£15 0s. 0d." therefor.
2. By the deletion of the words "of the Management Committee" from lines seven and eight of the rule and the addition of the words "and Vice-Chairman

ANNUAL CONFERENCE AGENDA (Contd.)

of the Management Committee after consideration of the recommendation of the Chairman of the Regional Committee concerned."

Note.—The effect of the proposed amendments to Rule 27 is as follows, the deletions being in *italics* and the additions in **black:**—

27. The Chairman of the Regional Committee shall have power to deal with emergency cases arising within the Committee area, and to make grants, including loans, not exceeding *£30 0s. 0d.* **£15 0s. 0d.,** after taking into account all previous grants and/or loans to the applicant. Urgent cases which require assistance in excess of *£30 0s. 0d.* **£15 0s. 0d.,** after taking into account the previous grant and/or loan to the applicant, shall be dealt with by the Chairman *of the Management Committee* **and Vice-Chairman of the Management Committee after consideration of the recommendation of the Chairman of the Regional Committee concerned.**

Diplomas—Rule 30.

Delete Rule 30(*b*) and substitute the following therefor:—

"(*b*) average £5 per member of the branch, provided that where in any year there is a decrease of five per cent. or more in the branch membership by reason of which the average amount of the contributions to the fund exceeds £5 per member, the branch shall be disqualified from receiving a Diploma except in special cases as may be determined by the Management Committee."

Note.—Rule 30(*b*) at present reads as follows:—

30(*b*) average £5 per member of the Association.

(*e*) Notices of motion and amendments thereto, other than alterations and amendments of rules and except as provided by sub-section (*d*) of this section.

(*f*) Amendments and alterations of rules, except as provided by sub-section (*d*) of this section.

Notice of Motion given by the Mid-Herts Branch.

Benevolent and Orphan Fund.

"That provision be made for smaller annual contributions to the fund, minimum 1s., for those in receipt of salaries under £100, also giving full recognition as members."

4. PRESIDENT'S ADDRESS.

5. DECLARATION OF RESULT OF ELECTION OF COUNCIL AND HONORARY OFFICERS.

6. APPOINTMENT OF AUDITORS FOR THE YEAR 1934.

Notice of Motion given by the National Executive Council.

"(*a*) That Messrs. Jackson, Pixley & Co., Chartered Accountants, of 58 Coleman Street, London, E.C.2, be appointed the Association's auditors for the year 1934, and that a fee of £367 10s. (three hundred and sixty-seven pounds ten shillings) be paid to them for such services;

"(*b*) That an additional fee of £105 (one hundred and five pounds) be paid to them for their extra services during the year 1933."

7. PAPERS AND DEBATES ON MATTERS OF INTEREST TO THE SERVICE, AND ADDRESSES.

8. APPOINTMENT OF SCRUTINEERS.

9. HONORARY TREASURER'S FINANCIAL STATEMENT, ETC.

10. REPORT OF THE COUNCIL AND NOTICES OF MOTION AND AMENDMENTS RELATIVE THERETO.

(*a*) **Superannuation.**

(*i*) *Notice of Motion given by the South Wales and Monmouthshire District Committee.*

"That this Conference calls upon His Majesty's Government to put into operation the definite recommendation contained in the Hadow Report on Local Government that Superannuation should be made compulsory throughout the Local Government Service, and that the Prime Minister be asked forthwith to receive a deputation from the National Executive Council on the matter."

(*ii*) *Notice of Motion given by the Gwent Branch.*

"(*a*) That this Conference calls upon His Majesty's Government to put into operation the definite recommendation in the Hadow Report on Local Government that Superannuation should be made universal and compulsory throughout the Service."

and

"(*b*) The Prime Minister be asked forthwith to receive a Deputation from the National Executive Council on the matter."

(*b*) **Rule 51—Representation.**

Notice of Motion given by the National Executive Council.

"That Rule 51 of the Rules and Constitution of the Association be amended as follows:—

RULE 51.

(i) Delete the words 'Except as provided in clause (*d*) of this Rule' from lines 1 and 2 of section (1).

(ii) Delete all words from 'a membership' in line 3 down to 'provided that' in line 6 and the words 'as follows' therefor.

(iii) Delete the words 'if it has a membership equivalent to fifty per cent. of the unit of qualification' from lines 2 and 3 of clause (*a*) of section 1.

(iv) Delete clause (*b*) of section 1 and substitute the following therefor:—

'(*b*) The qualification for a District or grouping of Districts to elect an additional member or members on the Council shall be a membership equal to a standard unit of 2,500 and each District or grouping of Districts shall be entitled to as many additional members as it has complete units.'

(v) Delete the words 'in obtaining the qualifying units' from line 1 of clause (*c*) of section 1 and substitute the words 'for the purposes of this Section' therefor.

(vi) Delete Section 2.

(vii) Delete the words 'either as an ordinary member or' from line 3 of section 3.

(viii) Delete the figure '2' from line 3 of section 3 and substitute the figure '1' therefor.

(ix) Re-number this Section as Section 2.

(x) Delete Section 4."

Note.—The effect of the proposed amendments is as follows, the deletions being in *italics* and the additions in **black:**—

51.—REPRESENTATION

(1) District Committee Areas. *Except as provided in clause (d) of this Rule.* The qualification for a District or group of Districts to elect a member or members of the Council, shall be *a membership equal to a unit obtained by dividing the total membership of the Association by the number of elective members of the Council (twenty-five), and each District shall be entitled to as many members as it has complete units, provided that* **as follows:—**

(*a*) A District, or grouping of Districts, shall be entitled to have one member on the Council *if it has a membership equivalent to fifty per cent. of the unit of qualification.*

(*b*) *The electoral areas or districts having the largest number of members in excess of the completed units shall be entitled, in order of priority of excess, to an extra representative until the full elective number is reached.*

'(*b*) The qualification for a District or grouping of Districts to elect an additional member or members on the Council shall be a membership equal to a standard unit of 2,500 and each District or grouping of Districts shall be entitled to as many additional members as it has complete units.

(*c*) The total membership to be used *in obtaining the qualifying units* **for the purposes of this section** shall be the same as mentioned in Rule 42.

(*d*) For the purpose only of representation on the Council Scotland shall be divided into three electoral areas, with one representative for each area. The areas shall be as follows:—

(1) The Glasgow area, to coincide with the area of the Glasgow and District Branch.

(2) The East and North of Scotland area, to include the counties of Aberdeen, Angus, Banff, Caithness, East Lothian, Midlothian, West Lothian, Fife, Inverness, Kincardine, Kinross, Moray, Nairn, Orkney, Perth (excluding the Western District), Ross and Cromarty, Sutherland and Zetland.

(3) The South and West of Scotland area, to include the counties of Argyll, Ayr, Berwick, Bute, Clackmannan, Dumbarton, Dumfries, Kirkcudbright, Lanark, Peebles, the Western District of Perth, Renfrew, Roxburgh, Selkirk, Stirling, and Wigtown.

Provided that there shall be no increase in the number of representatives for any one of the three areas until the membership for the whole of Scotland entitles

ANNUAL CONFERENCE AGENDA (Contd.)

Scotland to more than three representatives on the unit basis as set out in this Rule.

(2) *Classes of Authority. A minimum number of members shall be allocated to each of the undermentioned classes of Local Government Officers and such minimum number shall be ascertained by dividing the membership in each class by the qualifying unit for representation of a District.*
(1) *County Councils and District Councils (Scotland).*
(2) *County Boroughs and Burghs.*
(3) *Metropolitan Boroughs.*
(4) *Boroughs.*
(5) *Urban and Rural District Councils.*
(6) *Dock, Harbour, and River Conservancy Authorities. Provided that a member who is employed by a statutory joint board or committee of Local Authorities shall be allocated to the class of authority which provides the largest proportion of the income of the joint authority and that the member shall be regarded as serving that class of authority.*
(*a*) *If, after the election, it is shown that any class has not secured the minimum representation equal to one representative for each unit, additional members shall be appointed up to the minimum of the class or classes.*
(*b*) *The Council shall appoint the additional members (if any) for this purpose from the unsuccessful candidates serving the classes of Authority in the electoral areas, which by the normal course of the election, under Clause 1 of this Rule, have not secured representatives of the particular classes of Authority requiring additional representation on the Council.*
(*c*) *The additional members (if any) to be appointed shall be the eligible unsuccessful candidates who have received the highest percentage of votes in relation to the number of persons who voted in his electoral area at the poll for the election of the Council. Failing this, the Council shall deal with the appointments. In the event of any such additional member ceasing to be a member of the Council prior to the date of the Annual Conference next following the date of this appointment the Council may fill the vacancy under the provisions of this Rule.*

(3) Women's Representative.—In order to provide for at least one woman representative on the Council in the event of a woman not being elected *either as an ordinary member or* under the provisions of section (*2*) (1) of this Rule; one woman representative shall be elected by the members of the Association as provided in Rule 44. Arrangements shall be made to enable all members, irrespective of electoral areas, to cast their votes for the woman representative on a voting paper separate from that provided for the election of the ordinary members of the Council, or in the event of no such election, simultaneously with the election of ordinary members of the Council in other areas. The voting papers shall be counted as provided in Rule 47, and the result declared pursuant to Rule 49.

(4) *Minimum Representation for Certain Districts. Each District in England and Wales with a membership of* 2,500 *and over shall have not less than two representatives on the National Executive Council (including representatives elected or appointed under the preceding sections of this Rule), and if two representatives have not been so elected or appointed the unsuccessful candidate with the highest number of votes shall be deemed to be elected.*

(*c*) Rules 64—Vesting—and 66 —Investments.

Notice of Motion given by the National Executive Council.

(i) "That rule 64 of the rules and constitution of the Association be amended as follows:—
RULE 64.—Insert the word ' the ' after the word ' in ' in line 2 of the rule.
Delete the words ' for the use and benefit of the members ' from line 2 of the rule.
Insert the words ' except as otherwise provided by these rules ' after the second ' and ' in line 2 of the rule."

(ii) "That rule 66 of the rules and constitution of the Association be amended as follows:—
RULE 66.—Delete the words ' as the Trustees ' from lines 2 and 3 of the rule."

Note.—The effect of the proposed amendments of Rules 64 and 66 is as follows, the deletions being in *italics* and the additions in **black:**—

64.—VESTING.—All property and effects of the Association shall be vested in **the** Trustees *for the use and benefit of the members* of the Association and **except as otherwise provided by these rules** shall be dealt with by or according to the order and direction of a Conference.

66.—INVESTMENTS.—Any moneys of the Association for the time being requiring investment may be invested in the names of the Trustees *as the Trustees* of the Association, in such Trustee Securities or in such shares or on such security of any society registered or deemed to be registered under the Building Societies Acts, as the Council may think fit, or in such manner as directed by a Conference.

(*d*) Report of the "Hadow" Committee.

(i) Notice of Motion given by the National Executive Council.

(*a*) That this Annual Conference of the National Association of Local Government Officers expresses its appreciation of the work of the Departmental Committee set up by the Minister of Health to inquire into and make recommendations on the qualifications, recruitment, training, and promotion of local government officers; and welcomes the Report of that Committee (32-306), dated January 10, 1934, as a valuable contribution towards the building up of a local government service on a more scientific and national basis.

(*b*) That, having regard to the national importance of the work of local government and its intimate contact with the people of this country, this Conference
(i) is of opinion that the time has arrived when the system of recruitment and standard of education of the local government officer should be regulated on a national basis;
(ii) endorses the recommendations of the National Executive Council, contained in paragraph 104 of the Annual Report.

(ii) Notice of Motion given by the Plymouth Branch.

"That this Conference endorses the "Hadow" Report in respect of the following matters:—
"1. The setting up of—
"(*a*) Establishment Committees.
"(*b*) A Central Advisory Committee.
"2. Recruitment to the Service.
"3. Administrative qualifications.
"4. The Premium System.
"(With regard to the entrance qualification this Conference agrees with the principle involved, but is of the opinion that the Entrance Examination should be a competitive one open to all comers.)
"That the National Executive Council be requested to take such action as it may deem advisable to secure general adoption of these principles throughout the Service."

(iii) Notice of Motion given by the Wakefield and District Branch.

"That this Conference appreciates the recommendations of the "Hadow" Report on the qualifications, recruitment, training, and promotion of local government officers, but is of the opinion:—
(i) That the Universities generally do not afford facilities for a degree in the subject of Public Administration.
(ii) That existing degrees do not provide suitable courses of study in the subjects of Public Administration.
(iii) That the existing diploma in Public Administration is inadequate and an insufficient inducement to local government officers.
(iv) That a degree in Public Administration open to external candidates should be instituted and thus enable existing and prospective local government officers to qualify on the same standard as prospective University entrants to the Service."

11. NOTICES OF MOTION AND AMENDMENTS THERETO, OTHER THAN ALTERATIONS AND AMENDMENTS OF RULES AND EXCEPT AS CONTAINED IN ITEM (10) OF THIS AGENDA.

(i) National Scales of Salaries and Conditions of Service.

Notice of Motion given by the Glamorgan Branch.

"The Glamorgan Branch is of the opinion that the time has now arrived when a National Policy of N.A.L.G.O. should be formulated, and they therefore urge Conference to instruct the National Executive Council to proceed forthwith to obtain recognition of the Local Government Service on the same basis as that of the Civil Service, and further, that the National Executive Council ask the Government to set up a Committee on the same lines as that of the Burnham Committee for the purpose of drawing up National scales of salaries and dealing nationally with service conditions."

ANNUAL CONFERENCE AGENDA (Contd.)

(ii) **Cost of Living Index.**

Notice of Motion given by the Manchester Branch.

"That this Conference being of opinion that the official (Ministry of Labour) cost of living index is out of date and unrelated to the budgets of local government officers, urges the National Executive Council to make representations to the proper authority with a view to the preparation of an index which is up to date and which will be a more reliable reflection of the actual cost of living than is the present basis."

(iii) **Voting Papers for the election of the National Executive Council.**

Notice of Motion given by the Metropolitan District Committee.

"That in future no asterisk (*) or other specific indication shall be printed against any of the names of candidates included in ballot papers issued in connection with elections for the National Executive Council."

12. AMENDMENTS AND ALTERATIONS OF RULES, EXCEPT AS CONTAINED IN ITEM (10) OF THIS AGENDA.

(i) **Rule 9—Subscriptions.**

Notice of Motion given by the South Western District Committee.

"To amend the rule so as to provide that members in receipt of salary and bonus exceeding £120 per annum but not exceeding £175 per annum shall pay a subscription at the rate of 1s. per month."

(ii) **Rule 19—Honorary Officers.**

Notice of Motion given by the National Executive Council.

"That Rule 19(*b*) of the rules and constitution of the Association be amended as follows:—

RULE 19(*b*).—Add at the end of Section (*b*) of Rule 19 the words "Provided that nominations made by district committees must be received by the general secretary not later than five o'clock p.m. on March 1 and that nominations must be made by the Council not later than March 31."

Note.—The effect of the proposed amendment is as follows, the additions being in **black**:—

19(*b*). Nominations for the honorary officers of the Association may only be submitted by the Council and/or a district committee and all honorary officers shall be elected on such nominations by the Annual Conference. **Provided that nominations made by district committees must be received by the general secretary not later than five o'clock p.m. on March 1 and that nominations must be made by the Council not later than March 31.**

(iii) **Rule 24—Proportion of Representation.**

Notice of Motion given by the Halifax and District Branch.

Delete present Rule 24 and substitute the following therefor:—

RULE 24.—Proportion of Representation. The following shall be the proportion of Representation at a Conference:—

(*a*) Each District Committee may elect one representative.

(*b*) Branches may elect:—

One representative for a membership not exceeding 200.

Two representatives for a membership over 200 but not exceeding 400.

Three representatives for a membership over 400 but not exceeding 600.

Four representatives for a membership exceeding 600.

(*c*) Sectional and professional organisations may elect one representative.

Honorary members and retired members may be appointed as representatives under the provisions of this rule.

Note.—The effect of the proposed amendments to Rule 24 is as follows, the deletions being in *italics* and the additions in **black**:—

24.—PROPORTION OF REPRESENTATION. The following shall be the proportion of representation at a Conference:—

(*a*) Each District Committee may elect *two* **one** representative.

(*b*) Branches may elect:—

One representative for a membership not exceeding *25* **200**;

Two representatives for a membership over *25* **200** but not exceeding *50* **400**;

Three representatives for a membership over *50* **400** but not exceeding *100* **600**;

Four representatives for a membership *over 100 but not* exceeding *150* **600**,

and so on, with one additional representative for each further fifty members or major portion of fifty members, up to a maximum of fifteen representatives.

(*c*) Sectional and Professional organisations may elect *representatives according to the scale provided in Rule* 95 *of the Rules of the Standing Joint Committee adopted by the Council, under Rule* 5, **one representative.**

Honorary members and retired members may be appointed as representatives under the provisions of this Rule.

(iv) **Rule 44—Voting.**

Notice of Motion given by the Eastern District Committee.

(1) That the election of the National Executive Council in future be by means of proportional representation.

(2) (*a*) That National Rule No. 44 be amended to read as follows:

Each member shall be entitled to one transferable vote in the election of members of the Council for his or her electoral area or district, and, in addition, one vote for a candidate for election as the direct representative of the women members of the Association.

(*b*) That any consequential amendments necessary to give effect to the foregoing be made to other rules.

Note.—Rule 44 at present reads as follows:—

44.—VOTING.—Each member shall be entitled to as many votes as there are members of the Council to be elected for his or her electoral area or district and in addition, one vote for a candidate for election as the direct representative of the women members of the Association. A member must vote for a number of candidates equal to the number to be elected for his or her electoral area, but shall not record more than one vote for any one candidate.

(v) **Rule 95—Standing Joint Committee.**

(*a*) ***Notice of Motion given by the Halifax and District Branch.***

Delete "and to a Conference" on line 3.

Delete lines 5, 6 and 7 ("Each . . . Register.")

(*b*) ***Notice of Motion given by the Lanarkshire Branch.***

"That Rule 95 of the Rules and Constitution of the Association be amended as follows:—

Rule 95.—Insert after the words "Standing Joint Committee" the words '(in Scotland, Scottish District Committee.)'"

Note.—The effect of the proposed amendments to rule 95 is as follows, the deletions being in *italics* and the additions in **black**:—

95.—Each Sectional or Professional organisation on the Standing Joint Committee **(in Scotland, Scottish District Committee)** shall be entitled to appoint two representatives on the Standing Joint Committee **(in Scotland, Scottish District Committee)** *and to a Conference* provided that where the membership of such organisation exceeds 250, an additional representative may be appointed. *Each representative attending a Conference shall be entitled to one vote, but no representative shall be entitled to attend a Conference whose name does not appear in the register.*

(vi) **Standing Orders.**

Notice of Motion given by the Kent County Officers' Branch.

That the following additional Standing Order be adopted:—

LIMITATION OF SPEECHES. No speech shall exceed ten minutes in length without the consent of the Conference, which shall be given or refused without debate.

13. VENUE OF NEXT CONFERENCE.

(*a*) ***Notice of Motion given by the National Executive Council.***

"That the Annual Conference, 1934, be recommended to hold the Annual Conference, 1935, in London."

(*Continued on page* 445)

Urgent Appeal

The Committee of Management of the N.A.L.G.O. Benevolent & Orphan Fund confidently appeals to the Officers and Members of every Branch of the Association to ensure a record amount being subscribed at the Purse Session of the Scarborough Conference to be held in aid of the Fund at Whitsuntide next. The care of the Widows and Orphans of Local Government Officers involves an increasing financial responsibility and further funds are needed to enable this work to be carried on.

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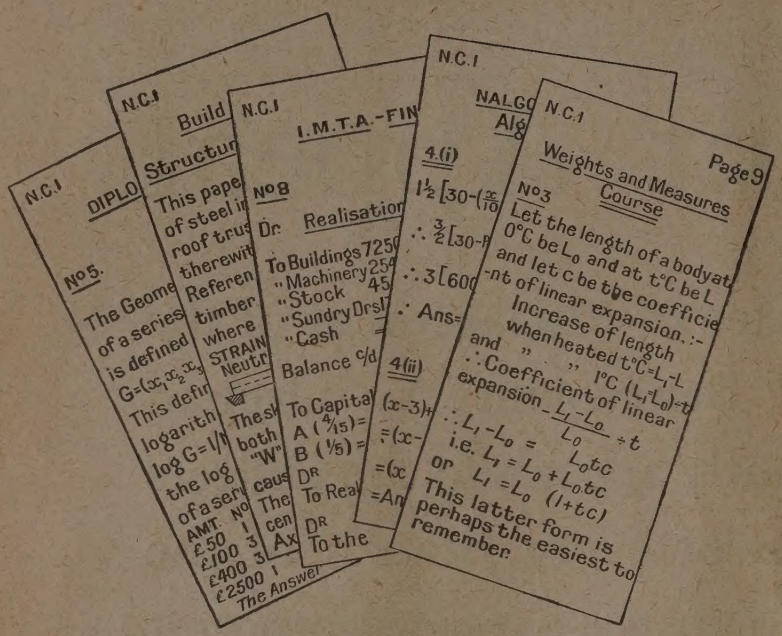

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HADOW REPORT

NATIONAL EXECUTIVE COUNCIL'S VIEWS ON THE RECOMMENDATIONS

DISCUSSION arose at the meeting of the National Executive Council on March 17 on the recommendations of the Hadow Committee on the qualifications, recruitment, training and promotion of officers, a report on which was submitted by a special sub-committee. Considerable attention was devoted to the proposal that university graduates should be systematically recruited by the larger local authorities. The National Executive Council welcomed the opinion expressed in the Hadow Committee's report that it is neither necessary nor desirable that university graduates with no technical qualifications should be placed on a privileged grade. It was not suggested that there should be any preferential treatment for graduates, and the Council endorsed this view. N.A.L.G.O., it was urged, must press for facilities to be given to those who join the service at 16 or 18 years of age to obtain a university diploma or degree. Officers who show ability and initiative should, on the recommendation of the Establishment Committee of the local authority, be "seconded to the university" or be given reasonable time to attend lectures and classes.

With a number of the Hadow Committee's recommendations the National Executive Council agreed, including those relating to notification of vacancies, disqualification of interested persons, disqualification for canvassing, and appointment on a term of probation by all newcomers to the service. They accepted as an improvement on the present position the proposal that before a senior officer is dismissed notice should be given to all members of the authority, and, if the officer so requests, the notice should state the grounds of the complaint. They further agreed that 16 years should be the minimum age for entry to the service, and a school certificate the minimum educational standard, vacancies being open to girls as well as to boys. Subject to recruits to the general grade over the age of 16 years being put on the scale or grade at the point appropriate to the age, the Council approved the recommendation that local authorities should recruit a certain proportion of junior clerical officers at 18 or 19 years of age.

It will be recalled that the Hadow Committee suggested that junior clerical officers should preferably be recruited by open competitive examination, neighbouring local authorities combining for the purpose. While agreeing with the first part of this recommendation, the Council gave qualified support to the second part with reference to "neighbouring authorities combining for the purpose." Their point was that they are anxious to avoid duplication of committees, and the present Provincial Whitley Council machinery should be used for this purpose where this machinery exists, and where it does not steps should be taken to use this and other appropriate recommendations in the report as a strong reason for their early establishment. Subject to that course being followed, the Council agreed.

The Council refrained from expressing any opinion on the Hadow Committee's proposal that no premium should be required from pupils articled to officers, and that the selection of pupils by officers should be subject to the authority's approval. Again, no opinion was expressed on the controversial recommendation that a legal qualification should not be insisted on in the case of a clerk to an authority to the exclusion of persons of proved administrative ability who do not possess the qualification. The Hadow Committee suggested that, to secure that sufficient officers of administrative ability are available, local authorities should broaden the basis of recruitment, provide training in administration for junior officers, and encourage the study of the principles of administration. The Council regarded this as too limited. In their opinion, it has value if it is made applicable to junior officers of all departments.

On the question of the examination bar—local authorities requiring junior officers to pass a qualifying examination before they will be considered eligible for promotion from the general grade—the Council considered that there could be no objection to the system applying to all future entrants, but that there is a great danger that some harm can be done to existing officers and to the general standard of remuneration. In other words, if it is to be assumed that the "examination bar" is to be a "salary bar" as well, then, it was emphasised, care must be taken that the bar is not fixed at a point which denies a decent standard of living.

The nature of the examinations qualifying officers for promotion was regarded as of extreme importance. It was urged that this should be a practical contribution towards that further qualification which is essential to progress. The Council agreed that arrangements should be made "to secure that an administrative examination of suitable standard is available," and considered that the university courses in Public Administration are sufficiently new to allow a recasting of the curriculum to make this comparatively easy. The creation of a special examination "to act as a springboard to clearing a hurdle" would be very little use in the long course of training which the successful local government officer needs.

The Hadow Committee, it will be remembered, suggested the creation of a Standing Committee charged with the supervision of all questions affecting officers. Again, as regards technical qualifications it was proposed that a thorough investigation should be carried out by a central body representative of local authorities. The Council urged that N.A.L.G.O. should be represented on the "Standing Committee" and on the "Central Body" if and when they are set up.

ANNUAL CONFERENCE AGENDA (Contd.)

(*b*) ***The following invitation from the Margate Borough Council was withdrawn at the Annual Conference, 1933, in the hope that the Annual Conference, 1935, would be held in Margate*** :—

Town Clerk's Office,
40, Grosvenor Place,
Margate.
30th May, 1932.

Dear Sir,

I beg to acknowledge the receipt of your letter of the 28th instant and note that Folkestone will be the venue of the Annual Conference in 1933.

I am directed by the Mayor and Town Council to extend a cordial invitation to your Association to hold its Annual Conference in Margate in 1934 or the following year.

As I stated in my letter of the 4th instant, Margate has ample hotel and boarding house accommodation and a very fine pavilion which would be at the disposal of the Conference. A civic reception would be accorded to the delegates; also facilities to enjoy the concerts provided by the Corporation.

The Town Council hope they will have the pleasure of welcoming the Conference at an early date.

Yours faithfully,
P. T. GROVE,
Town Clerk.

(*c*) ***The following invitation has been received from the Cheltenham Borough Council*** :—

Town Clerk's Department,
Municipal Offices,
2nd June, 1933.

Dear Mr. Hill,

CONFERENCE—1935.

The Cheltenham Corporation extend a very cordial invitation to the National Association of Local Government Officers to hold their 1935 Annual Conference in Cheltenham. Cheltenham is particularly suitable for Conferences; it has an excellent Town Hall which lends itself particularly well for a Conference. I enclose an Official Guide on page 17 of which is a picture of the Town Hall. I also enclose a pamphlet with plan of the Hall.

I do not think that the Association have yet held their Conference in Cheltenham, although I believe invitations have been sent on two or three occasions, so that I hope that the Association may see their way to accept this invitation.

The Cheltenham Chamber of Commerce Conference Committee have also been informed of the proposal to invite the Association, and they will do all in their power to make the Conference a success, and have agreed to see that adequate accommodation is provided for the delegates.

Cheltenham is situate on the main lines of both the G.W.R. and L.M.S. Railways, and is situate in the heart of beautiful surrounding country within easy reach of the Cotswold Hills, Wye Valley and Shakespeare Country.

The Local Branch will be only too glad to render all possible assistance in running the Conference.

As the Town Council do not meet until Wednesday next, the Mayor and Deputy Mayor have asked me to forward this invitation so as to be in time for consideration of the Conference, but there is no doubt that the Council will heartily endorse this invitation.

Yours faithfully,
R. OWEN SEACOME,
Town Clerk.

L. Hill, Esq., Secretary,
National Association of Local Government Officers,
24, Abingdon Street, Westminster, London, S.W.1.

14.—INDUCTION OF PRESIDENT.

15.—ANY OTHER COMPETENT BUSINESS.

NATIONAL EXECUTIVE COUNCIL

REPORT OF PROCEEDINGS AT THE QUARTERLY MEETING

THE National Executive Council spent many hours on association business on the occasion of the quarterly meeting on March 17 at Headquarters, 24 Abingdon Street, Westminster. Mr. F. J. Willett, Chairman of the Council, presided; and others present were: Mr. C. G. Brown, president; Mr. S. Lord, immediate past president; Dr. A. Wotherspoon, vice-president; Mr. G. W. Coster, vice-president; Mr. W. E. Lloyd, hon. treasurer; Mr. P. H. Harrold, hon. solicitor for England; Mr. W. W. Armitage, vice-chairman of the council; Messrs. H. Allen, A. G. M. Archibald, W. G. Auger, J. T. Baker, F. Bingham, A. G. Bolton, J. Chaston, A. B. Day, Mrs. G. Franks, F. R. Finch, T. Freeman, J. E. Gee, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, A. M. Imriz, G. Llewellyn, F. V. Merriman, H. Morris, J. Moss, A. Denton Ogden, A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, E. J. Stead, G. A. Stone, A. Webb, W. H. Whinnerah, J. W. Wilkinson, together with Mr. L. Hill, general secretary; Mr. John Simonds, legal secretary; Mr. W. P. Fox, organising secretary; Mr. H. Wright, secretary for special activities; Mr. H. Slater, education secretary. A letter regretting inability to attend was received from Mr. H. Begg.

SERVICE CONDITIONS AND ORGANISATION COMMITTEE

The Service Conditions and Organisation Committee reported that arrangements had been made for a member of the National Executive Council and the organising secretary to attend the annual meeting of the Ulster Public Officers' Association at Belfast on March 20.

The Council of the Municipal Tramways and Transport Association had suggested that the National Executive Council of N.A.L.G.O. should recommend to their branches that tramway inspectors and timekeepers should be accepted as members. The Municipal Tramways and Transport Association had been informed that it was the general policy of N.A.L.G.O. to leave the question of eligibility for membership to the branches; that the National Executive Council had already decided that tramway inspectors should be regarded as eligible for membership; and that where the local authority would not recognise the inspectors as officials but classified them as workmen, some of the branches concerned had been indisposed to accept them into membership.

It was reported that the Standing Conference of Joint Councils for local authorities' administrative, technical, and clerical services had considered a motion expressing the opinion that the representation of the provincial councils on the Standing Conference of Joint Councils should be increased by the addition of two representatives (one from each side of the provincial council) from each provincial council. A suggestion had been made that certain of the objections to the proposed alteration might be met if the arrangement under which the railway fares of the representatives are shared equally by the provincial councils was abolished. It had been decided that a notice of motion should be placed on the agenda for the annual meeting of the conference to provide for the alteration of the constitution in accordance with this suggestion, and also the foregoing proposal made by the Lancashire and Cheshire Council.

At an ordinary meeting of the Standing Conference the subject of the establishment of Provincial Whitley Councils had been discussed, when Mr. J. W. Wilkinson (vice-chairman of the Conference) reported on the action taken by N.A.L.G.O. with the object of extending provincial councils. At the meeting resolutions were passed supporting the principle of provincial councils and advocating their establishment throughout the country.

The Service Conditions and Organisation Committee had appointed Messrs. C. A. W. Roberts and F. J. Willett to attend a joint meeting between the Standing Conference and representatives of the various staff organisations. The Standing Joint Conference was asked to keep the Association informed of any steps which it proposed to take to initiate the establishment of further provincial Whitley councils. It was further decided that the district committees be informed of the intention of the Standing Joint Conference to initiate meetings in order to consider the question of setting up provincial Whitley councils; and that the district committees be kept informed of all progress in this connection, and that they be asked to lend their most active support to the project.

The Standing Joint Conference had appointed a deputation to wait upon the Lord Mayor of Cardiff, on March 14, with the object of securing his co-operation in the initiation of a provincial Whitley Council for the South Wales area. Messrs. W. W. Armitage, J. W. Wilkinson, and the general secretary had been appointed to attend a special meeting of the Executive Committee of the South Wales and Monmouthshire District Committee on the subject.

New branches had been formed for Caerphilly, North Gloucester, Mid-Surrey, River Ouse (Yorks.) Catchment Board, and Soke of Peterborough.

The number of subscribing branches for 1933 was 537, as compared with 513 for the previous year. The subscribing membership was 73,188 as compared with 68,447 for the preceding year, an increase of 4,741 and, at January 31, 1934, the membership reached 74,619, as compared with 69,790 in the preceding year.

The numbers of visits made by members of the staff during the eight weeks since the previous meeting of the committee were: 141 meetings with branches or to form branches (107), 465 interviews in towns and districts (402), 24 interviews with local authorities—deputations, etc. (20), 10 meetings of, or concerning provincial Whitley councils (5). (The figures in brackets refer to a period of seven weeks last year.)

B. & O. FUND MANAGEMENT COMMITTEE

The Committee of Management of the Benevolent and Orphan Fund reported that Nurse I. C. Kinning, to whom grants amounting to £54 12s. 6d. had been made by the Benevolent and Orphan Fund, had recently died and, as a mark of appreciation of the assistance rendered to her, had left the sum of £50 to the West Riding County Officers' Branch, which had decided to hand over this sum to the Benevolent and Orphan Fund. The National Executive Council placed on record its appreciation of the action taken by the West Riding County Officers' Branch.

A special sub-committee had been appointed to consider the question of the allocation of the donations received from the "Help Yourself" Society as a result of the sale of annuals. The net income from this source was £2,803 8s. 8d., and the sub-committee recommended that donations varying from £780 to £5 5s. be made to eight orphanages, hospitals, and sanatoria, the total amount involved being £1,801 10s.

In addition, the Committee of Management was recommended to make to each district committee of the Association a grant on the following scale, out of which donations be made to voluntary hospitals within the area of the district committee, such donations to be distributed to hospitals other than those which benefited as a result of the allocation made from the 1932/33 "Help Yourself" account:—

Where the total membership in a district exceeds 1,500 but does not exceed 3,000 members, 25 guineas.

For the second and each additional complete unit of 3,000 members, 25 guineas.

For every 1,500 members over and above a complete unit of 3,000 members, 25 guineas.

On this basis, a sum of £551 5s. would be disbursed to the district committees.

The recommendations of the special sub-committee were adopted by the Management Committee.

The total number of life members since the inception of the B. & O. Fund is 6,531.

LAW AND PARLIAMENTARY COMMITTEE

The Law and Parliamentary Committee reported receipt of a letter from a member to whom legal assistance had been rendered, stating:—

"Had it not been for the support which N.A.L.G.O. so promptly and readily gave, undoubtedly I should have been made to suffer unjustly as the result of purely personal feeling against me on the part of two or three members of this Council. I am of the opinion that if it were practicable to place the facts before every local government officer, they would immediately realise the absolute necessity for unity in the Service as represented by N.A.L.G.O., with the result that the membership would be almost 100 per cent."

In another case an appeal had been taken on behalf of certain members before the Recorder, who allowed the appeal with costs. He said that he did not want anybody to think that, on the material before him, there was any reason why the appellants should not fully succeed, or any reason why they should not go out of the court with their characters as clean and unblemished as they were before the conviction.

The Superannuation Sub-Committee had reported that the Association's parliamentary agent had drafted a Bill to give effect to the outlines of the proposed Compulsory Superannuation Bill which was approved by the committee.

The Sub-Committee further reported that at a subsequent meeting it had considered the provisions of the Bill; had made certain drafting amendments therein; and that it decided that the Bill, as amended, should be introduced into the House of Commons as early as possible.

At a meeting of this committee, attention was called to the fact that the method of aggregation of civil service and local government service for superannuation purposes would arise for consideration on Clause 50 of the Unemployment Bill. On January 9, 1934, a conference was held at the Ministry of Labour to discuss (*inter alia*) the superannuation provisions contained in Clause 50. There were present at the conference representatives of the Ministry of Labour, the Treasury, and the Scottish Office; Messrs. P. H. Harrold, C. J. Jackson, J. M. Mortimer, and John Simonds representing N.A.L.G.O.; and representatives of a number of other officers' organisations. On behalf of N.A.L.G.O., objection was taken to Clause 50 on the ground that it would provide for local government officers who might be transferred to the Unemployment Assistance Board separate pensions for their local government service and their service under the Board respectively. It was urged that there should be one pension calculated in accordance with the civil service superannuation scheme; that for the purpose of the calculation of the pension the whole of the officer's service both under local authorities and with the Board should be aggregated, and that a transfer value for superannuation purposes should be paid to the Board.

An alternative superannuation provision based on Section 80 of the London Passenger Transport Act, 1933, was also submitted. That section provides that for superannuation pur-

(*Continued in column* 1, *next page*)

NATIONAL EXECUTIVE COUNCIL

(Continued from page 446)

poses officers transferred to the London Passenger Transport Board shall continue as contributors to the superannuation fund of the local authority from whom they were transferred.

At a further conference held at the Ministry of Labour on February 15, 1934, the representatives of the Ministry of Labour and the Treasury stated that they could not agree to N.A.L.G.O.'s superannuation proposals, either as regards the provision of a transfer value or on the lines of the precedent contained in the London Passenger Transport Act, 1933. They intimated that the superannuation scheme contained in Clause 50 must be retained, subject to a slight modification which would enable any period of service of less than ten years, either under a local authority or local authorities, or under the Unemployment Assistance Board, to be taken into account for superannuation purposes. For example, if a transferred officer at retirement has had seven years' contributing service under the Local Government and Other Officers' Superannuation Act, 1922, and twenty years' service under the Board, he would receive from the local authority a superannuation allowance on the basis of 7/60ths of his average salary for the five years immediately before his transfer, and a civil service pension on the basis of his twenty years' service under the Board. The representatives of N.A.L.G.O. desired it to be understood that they did not agree to the superannuation provisions in Clause 50, even as proposed to be amended.

Rating (Scotland) Act, 1926.—It was reported that the Scottish District Committee had agreed, in view of the test appeals to the Secretary for Scotland still pending, to await a decision on those appeals before coming to any finding on the extremely difficult question of whether or not to proceed with a stated case for the opinion of the court. A summons in the test case, Carnegie versus Roxburgh County Council, has now been served on the County Council.

Since the previous meeting of the committee, sixteen cases with regard to compensation for loss of office or emoluments, sixteen cases relating to conditions of service of transferred officers, and forty-five Superannuation cases had been dealt with at headquarters. In addition, there were twenty-three general legal questions (other than the particular cases referred to in the Agenda).

NOMINATIONS FOR HONORARY OFFICERS

The following nominations for honorary officers of the Association for the year 1934-35 have been made by the District Committees :

President : Dr. A. Wotherspoon.

Two vice-presidents : Mr. G. W. Coster, Mr. F. R. Finch, Mr. J. W. Wilkinson, Mr. W. W. Armitage, Mr. J. L. Holland, Mr. W. H. Robinson, Mr. M. O. McAuliffe, and Mr. N. T. J. Moses.

Three trustees : Mr. H. Begg, Mr. S. Lord, and Mr. W. H. Whinnerah.

Hon. treasurer : Mr. W. E. Lloyd.

Hon. solicitor for England : Mr. P. H. Harrold.

Hon. solicitor for Wales : Mr. D. J. Parry.

Hon. solicitor for Scotland : Mr. G. S. Fraser.

The National Executive Council at its meeting on March 17 made the following nominations :—

President : Dr. A. Wotherspoon.

Two vice-presidents : Mr. G. W. Coster and Mr. W. E. Lloyd.

Three trustees : Mr. H. Begg, Mr. S. Lord, and Mr. W. H. Whinnerah.

Hon. treasurer : Mr. W. E. Lloyd.

Hon. solicitor for England : Mr. P. H. Harrold.

Hon. solicitor for Wales : Mr. D. J. Parry.

Hon. solicitor for Scotland : Mr. G. S. Fraser.

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	£ s. d.	£ s. d.
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25	3 16 8	2 8 4
30	3 16 8	3 0 0
35	3 18 4	3 2 6
40	4 2 6	3 5 0
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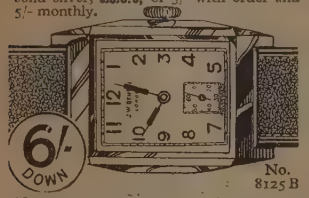

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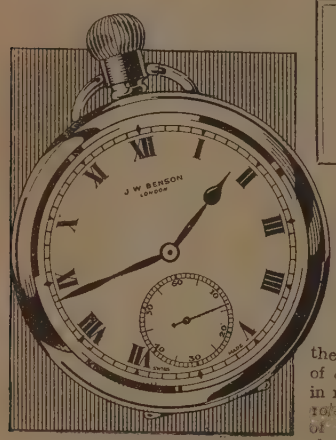

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EDUCATION COMMITTEE

Statistics given in the report of the Education Committee showed that in January, 1934, there were 123 candidates for the examinations of the Association; in January, 1933, there were 81. As reported in the February issue of LOCAL GOVERNMENT SERVICE, the entries in the final grade were equal in number to the highest on record. In the preliminary grade the average age of the candidates was 20.7 years and the range of ages was from 16 to 42. In the intermediate grade the average was 24.8 years, and the range of ages from 18 to 38, while in the final grade the average was 24.5 years and the range from 19 to 32.

Public Administration Diploma

It was reported that education correspondents had now been appointed by 246 branches, an increase of 9 since the previous meeting of the Education Committee. With regard to the Diploma in Public Administration Examinations, a letter had been received suggesting that the necessity to matriculate was a reason why many senior officers did not study for the external diploma of the University of London, which was the diploma available to the majority of officers. It was resolved that a deputation consisting of the chairman of the committee and the general secretary be appointed to make representations to the London University in this matter.

The Committee also submitted a report on the arrangements for the English and Scottish Summer Schools, details of which are given on page 454.

A Joint Committee of the Sub-Committees appointed by the Service Conditions Committee had met on February 17 and March 1 in connection with the report of the Departmental Committee on the qualifications, etc., of local government officers.

During January, 79 enrolments for courses were received by the N.A.L.G.O. Correspondence Institute, compared with 63 during the same period last year.

LONDON DISTRICT WHITLEY COUNCIL

At a meeting held at the County Hall on Friday, March 9, Alderman J. Rooke, of Hammersmith, was re-elected chairman and Mr. J. T. Baker, Lambeth (N.E.C.), vice-chairman for the ensuing year. In the absence of Mr. Alderman Rooke, Mr. Baker occupied the chair.

The following officers were re-elected for the ensuing year: Mr. C. F. M. Powning, Hampstead, hon. treasurer; Mr. E. E. Irons, Hackney, hon. auditor; and Mr. W. Roworth, St. Pancras, hon. secretary.

The General Purposes Committee, consisting of nine members from each side of the council, was appointed. This only involved three changes on the staff side, as follows: Mr. T. M. Kershaw, divisional secretary, N.A.L.G.O.; Mr. G. E. Martin, Poplar; and Mr. P. W. Pottier, Hammersmith.

Representatives on the Standing Conference of Joint Councils were appointed as follow: Employers' side—Councillor J. E. Jefferson Hogg, Chelsea, and Mr. H. S. Slater, Hampstead. Employees side—Messrs. J. E. Edwards and W. Percy Fox.

It was reported that at the annual general meeting of the Standing Conference of Joint Councils, to be held on March 16, the question of increasing the representation from the several provincial councils would be under consideration.

The Council considered the summary of conclusions of the Departmental Committee on local government officers (Hadow Report), and referred it to the General Purposes Committee for consideration and report to a later meeting.

The financial statement for the calendar year 1933 was submitted and approved, and it was decided to make a levy for the current year of two guineas from each constituent council and a corresponding total from the staff organisations.

POOR LAW TRANSFERRED OFFICERS' COMMITTEE

THE Poor Law Transferred Officers' Committee reported that the case of *Gissing* v. *Liverpool Corporation* came before the Chancery Division on February 15, 1934, when judgment was given for the defendants. It was further reported that on February 21, the Legal Secretary and the Association's Solicitor had discussed the effects of this decision with officials of the Ministry of Health. The committee resolved that endeavours be made to secure the introduction of amending legislation at the earliest possible moment to meet the position created by the decision in this case.

Unemployment Insurance Bill

In connection with the Unemployment Insurance Bill, the Committee reported on the conference held at the Ministry of Labour to discuss the superannuation provisions contained in Clause 50 of this Bill, and the question of compensation of local government officers who might suffer loss of office or emoluments in consequence of the Bill. (See Law and Parliamentary Committee report.)

The Poor Law Transferred Officers' Committee stated that it was further submitted at the Conference that when the Bill came into operation there must be a number of officers who were now engaged on work in connection with the administration of transitional payments and the relief of the unemployed who would become redundant, and who would be thrown out of employment, and that, consequently, provision should be made in the Bill for compensating such officers.

At the conclusion of the conference the representatives of the Government departments intimated that the views of the Ministers concerned would in due course be communicated to the officers' organisations represented.

Shortly after this conference, Sir Henry Jackson, M.P., supported by Mr. Isaac Foot, M.P., and Sir William Jenkins, M.P., put down certain amendments to the Bill designed to give effect to the Association's proposals in regard to the superannuation, compensation and transfer of officers. These amendments were put down to Clause 34, because certain other Members had already put down amendments to that clause relating to the same subjects. It was, however, felt that Clause 34 was an inappropriate clause for the purpose.

A further conference was held at the Ministry of Labour on February 15, 1934, the result of which is reported in the minutes of the Law and Parliamentary Committee.

The Poor Law Transferred Officers Committee added that, on the subject of compensation, the representatives of the Government departments stated that they could not agree to any provisions being inserted in the Bill to provide for compensation to be paid out of public money, but they did not object to provisions being inserted to make the compensation payable by the local authorities concerned. It was quite clear, however, that the local authorities could not agree to such a proposal.

Transfer of Officers

With reference to the question of transfer of officers to the new board the representatives of the Government departments stated that they could not agree to there being inserted in the Bill any provisions for transferring to the board the officers of local authorities who have been employed in connection with the administration of transitional payments, but they indicated that the board, when set up, would make known the terms and conditions on which appointments would be made, and that it would be open both to persons in the Local Government Service and in the Civil Service to apply for appointment. It was further stated that some intimation of this kind would probably be made in the House of Commons by the Minister of Labour in due course. Any statement of this character will, no doubt, when made, be in very general terms, and scarcely likely to have any material effect.

After this second conference the Association's Solicitor and the Legal Secretary discussed the position with Sir Henry Jackson, and it was arranged that Sir Henry, supported by the following Members, viz. Mr. Isaac Foot, Sir William Jenkins, Mr. M. Petherick, Mr. R. P. Croom-Johnson, K.C., and Mr. Holford Knight, K.C., should put down on Schedule 5 to the Bill the amendments desired by the Association.

It was felt that there was very little prospect of getting the Minister of Labour to agree to the amendments relating to superannuation and compensation, but that every effort should be made to get into the Bill some provision relating to the transfer of officers.

On the suggestion of Sir Henry Jackson a letter has been sent by the Association to every branch, enclosing copies of the amendments relating to transfer of officers which have been put down by him, requesting the branch to approach every Member in its district asking for his support for the amendments. Where a Member replies that he is willing to support the amendments he is to be asked to put his name down to them in addition to the 6 Members who have already given notice of the amendments. It was submitted on behalf of N.A.L.G.O. that, on principle, there is no distinction between the transfer of functions of public assistance committees to the Unemployment Assistance Board and the transfer of the functions of the guardians to the county councils and county borough councils which took place under the Local Government Act, 1929. Provision was then made for the transfer of officers, and, similarly, provision should also now be made for the transfer of officers of local authorities to the new Board. At the same time it is most strongly urged that it would be to the public advantage, not only on the ground of economy, but also from the point of view of utilising the experience gained by officers who have been employed in connection with the administration of transitional payments, that their services should be placed at the disposal of the new Board.

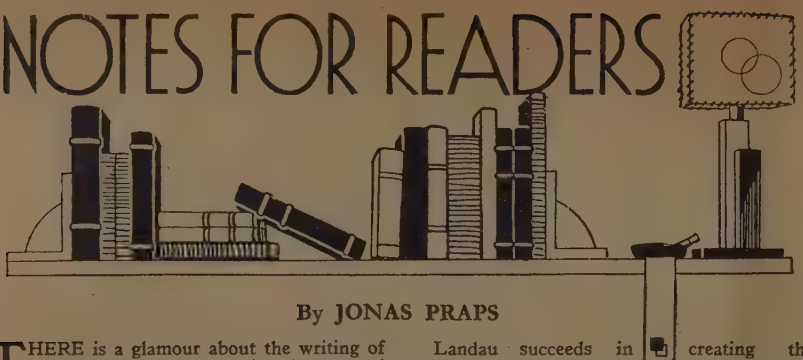
Appointment of Inexperienced Person

The Poor Law Transferred Officers' Committee reported that a guardians committee had endeavoured to appoint as relieving officer an inexperienced and unqualified person, who was a relative of one of the members of that committee. Besides the appointment being a contravention of Article 159 of the Public Assistance Order, 1930, there were three qualified applicants for the post. An appeal was made to the Minister of Health to withhold his sanction of the appointment. It had been reported that the Minister had withheld his approval.

FINANCE AND GENERAL PURPOSES COMMITTEE

The Finance and General Purposes Committee reported that, in accordance with the resolutions passed at the Edinburgh Conference in 1931, they had considered applications from certain branches for subsistence allowances in respect of delegates attending the forthcoming annual conference at Scarborough. It was recommended that a contribution of 15s. per day for a period not exceeding four days be made to those branches towards the subsistence allowance of one delegate from each branch.

NOTES FOR READERS



By JONAS PRAPS

THERE is a glamour about the writing of H. E. Bates whatever the theme, and whether there be a real story or no matters little. There are fourteen stories in "The Woman Who Had Imagination" (Cape, 7s. 6d.), but what rings in your mind is the wonderful descriptive power of the writer. There is little in the title story but an excellent description of a glee-party going by horse charabanc on a summer's day to take part in a contest. "The brief cool wood-shade was like a draught of water." In another we read of "the thin glassy sound of the waterfall emptying itself into the half-frozen lake." There is, however, always a theme and movement in the stories.

"Twin Bedsteads," by Noel Godber, is described on the blurb as "the funniest ever." It is certainly an entertaining, if improbable, account of a smart young man-about-town, with a penchant for "snifters," who revolutionises a firm of bed manufacturers with his advertising flairs, particularly one of two film stars in twin beds in a shop in Tottenham Court Road personating Anthony and Cleopatra. The humour is of the blatant type, but the book will pass an hour or two away pleasantly.

The Diaz Republic

Until one realises that his object was to restore to the Indians the happy hunting-grounds they "had owned in fee simple" before the distribution of the land to the Spaniards, Mexicans, half-breeds, "and other 'strangers' after the setting-up of the Diaz Republic in 1876," it is not easy to appreciate the activities of Emiliano Zapata, as recounted in "The Crimson Jester," by H. H. Dunn (Harrap, 8s. 6d.). The author represented the press during Zapata's eight years of revolutionary banditry. It is a record of murder, rapine, cruelty, and brutality against the whites, interspersed with occasional lapses into chivalrous generosity. Gangster life in the States pales into insignificance in comparison. Mr. Dunn, on his first entry upon Zapata's territory, saw the naked body of a white man bound to the sharp-leaved magney plant, one spur of which had pierced and grown through his body. An intense hatred of the whites and a determination to restore the Indians to their territory permeates this astounding record.

Sinclair Lewis continues his studies of phases of American life in "Work of Art" (Cape, 7s. 6d.). This time hotel life is the central theme. Myron Weagle goes through the mill in learning hotel existence from every angle, finally meeting with success as proprietor; his fears, hopes, and efforts are well portrayed. The other principal character is his younger brother, Ora, with a flair for literature, but without Myron's strength of character; he is not above sponging on his brother's generosity.

New Biographies

Biography is again well represented in recent publications. Derek Walker-Smith's "Lord Reading and His Cases" (Chapman & Hall, 15s.) recalls many well-known trials—the Hartopp divorce case, the Whittaker-Wright case, and the Seddons' trial. The book deals largely with his public activities and little of his private affairs, and if it be true that the "life of a great advocate is a social document," the book may well serve as an entertaining sidelight on social life during the past half-century.

Landau succeeds in creating the personality of his subject in "Paderewski" (Ivor Nicholson, 18s.). The book is divided into three parts—The Musician, The Statesman, and A Great Man. Unlike many great personages, he was not so obsessed with himself or his theme as to neglect the cultivation of social life. "Society was the permanent frame of his life." This, perhaps, accounted for his political success, but the end of his premiership of Poland found him once more living the life of the great man of music which the world will chiefly remember him by.

To the already considerable number of theatrical biographies has been added "The Autobiography of Sir John Martin-Harvey" (S. Low, 12s. 6d.). It contains a number of excellent stories, relating to the famous people he has met as well as particulars of his career on the stage. Certainly not the least interesting of many stage biographies.

Yet another Secret Service book, "K.14-O.M.66" (Hurst & Blackett, 12s. 6d.), this time by a Russian who braves the risk of acting as a double spy during the Great War, serving not only on behalf of his own country, but also as an accredited member of the German Secret Service. It is an intimate account of the Russian spy system, and contains many thrills.

GLASGOW BRANCH JOURNAL

Congratulations to the Glasgow Branch on the inception of a branch organ, "The Civist," which made its appearance in February. There is good and useful matter in the March issue, and members have commenced to use it for letters in which they express their views with considerable frankness. There is little doubt that the publication will be a useful aid to propaganda and help towards a still greater membership.

A TRAGIC QUEEN

MARIE ANTOINETTE, by Stephan Zweig (Cassell, 18s. net.).

The truthful biographer, it has been said, is the greatest of all iconoclasts. Marie Antoinette was so much reviled during her lifetime and in the years that followed her tragic death, that she needs no iconoclast, but rather a champion. In Mr. Zweig she has found a biographer who combines considerable scholarship with a profound and imaginative insight into her character. He does not disguise her frivolity and extravagance, but he explains them in psychological terms as the results of her unsatisfactory marriage. Mr. Zweig gives an extraordinarily vivid picture of life at the French Court, with its artificial glamour, its cynicism and its perpetual intrigue.

Surrounded by enemies and rival Court factions, with a husband physically and mentally unattractive, Marie Antoinette, married at the age of 15, plunged into an endless round of pleasure and gaiety in order to pass her time and fill up her life. But, whatever her faults may have been, her misfortunes were incomparably greater than she deserved, and she met them with matchless courage and dignity. Stripped of everything, she went to the guillotine undaunted—at the age of 38, an old woman with white hair—and by her death more than atoned for her follies and her sins.

The chapter of the book which gives the history of the Queen's necklace—that almost incredible story—is as thrilling as any romance of fiction. Tragic though the book is in its main theme, it is illumined by many flashes of wit and by accounts of amusing incidents at Court, and in particular of some extremely good examples of repartee. Throughout, the book is written with great understanding and my only criticism of it is that it unfortunately contains no bibliography.—*C. K. W.*

METROPOLITAN COMPETITIONS

The winners and runners-up of the Metropolitan District billiards and snooker competitions, 1933-34, were:—

Billiards Team: Croydon "A"; Wandsworth.

Billiards Individual: W. H. Taylor (Willesden); H. J. McCluskey (Holborn).

Snooker Pool Team: Wandsworth; West Ham.

Snooker Pool pairs: A. J. H. Braund and W. C. Wells (Ilford); F. Read and P. B. Harding (Barking).

Snooker Pool Individual: H. J. McCluskey (Holborn); C. S. Harrison (Lambeth).

Published by **PITMAN**

MUNICIPAL COST AND WORKS ACCOUNTS

By George A. Bryant, F.C.W.A.—*Cost and Works Accountant to the City Engineer's, Architect's and Surveyor's Department, Norwich*

This is an important new book for Municipal Accountants and Departmental Officers. It shows by exhaustive description and illustration how mechanical accounting devices can be adopted by local authorities for coping with the large masses of figures and statistics necessary for the efficient handling and financing of all Municipal operations. It is of the greatest possible use from the point of view of practical application. 132 pages ... ... **10/6** Net

THE LOCAL GOVERNMENT OF THE UNITED KINGDOM (and the Irish Free State)—By John J. Clarke, M.A., F.S.S.

of Gray's Inn and the Northern Circuit, Barrister-at-Law

This is a new Eighth Edition of a widely recognised standard work. It incorporates the legislation of the Parliamentary Session, 1932-33, including the provisions of the Town and Country Planning Act 1932. Many other important additions have been made with the result that the book has been considerably enlarged and brought completely up to date. 852 pages. ... ... **12/6** Net

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1909—1934

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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

FEBRUARY 21

Circular No. 20/1934.
Regarding a scheme of pensions for widows prepared in consequence of the resolution passed at the Annual Conference, 1933.

FEBRUARY 22

Circular No. 21/1934.
Regarding the transfer of persons to the proposed Unemployment Assistance Board.
Circular No. 22/*Ed.*/1934.
(To branch secretaries and education correspondents.)
(*a*) Giving information relating to the 1934 Summer School which is to be held at Newnham College, Cambridge.
(*b*) Regarding a course in preparation for the examinations of the Institute of Cost and Works Accountants.
Circular No. 23/1934.
Giving some information regarding the Association's Cruise to the Canary Islands.

MARCH 13

Circular No. 24/*Gen.*/1934.
Regarding the 1934 Holiday Guide and enclosing a form for ordering the copies required by the branch.

MARCH 12

Circular No. 25/*Prov.*/1934
(To local correspondents of the Provident Society).
(*a*) Giving date of the annual general meeting of the Provident Society.
(*b*) Concerning the membership campaign and competition, 1934, and giving the results of the 1933 competition.
Circular No. 26/*Prov.*/1934.
(To local correspondents of the Provident Society.)
Regarding the audit of the Sickness and Death Benefit Pass Books.
Circular No. 27/*Ed.*/1934.
(To branch secretaries and education correspondents).
(*a*) Concerning two of the optional subjects in the N.A.L.G.O. final examination.
(*b*) Concerning the setting up of courses in preparation for the examinations of the Institute of Transport.

MARCH 13

Circular No. 28/1934.
A letter from the president of the association regarding the complimentary dinner and presentation to the general secretary.

MARCH 12

Circular No. 29/*Gen.*/1934.
Enclosing a copy of the revised form of application for retired membership and stating that further copies are available.

IMPORTANT DATE

APRIL 30.—Second quarterly return of alterations in Register of Membership to be forwarded to headquarters.

SCARBOROUGH CONFERENCE, 1934

DATES TO REMEMBER

April 1.—Journal contains Conference Agenda.
April 1.—Report of the N.E.C. to be issued to representatives with Agenda.
April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.
April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.
April 23.—Voting Papers for N.E.C. to be in hands of members.
May 1.—Voting Papers to be in hands of Secretary of District Committee.
May 1.—Journal will contain amendments to motions in Conference Agenda.
May 2.—Counting of votes for N.E.C. commences in each district.
May 5.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
May 5.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
May 19.—Whit Saturday. First day of Conference Proceedings.
May 21.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.
May 22.—Whit Tuesday.—Meeting of Education Correspondents, Logomia. Annual General Meeting; Building Society Annual General Meeting.

DAILY PROGRAMME

Friday, May 18.

10.0 a.m. Annual Golf Competition—North Cliff Golf Course.
10.0 a.m. Annual Tennis Tournament—hard courts—Yorkshire Lawn Tennis Club, Filey Road.
10.0 a.m. Annual Bowls Tournament—South Cliff Bowling Green (flat), Filey Road.
4.30 p.m. Provident Society Annual General Meeting—Town Hall.
8.30 p.m. Reception by His Worship the Mayor and Mayoress—Spa Ballroom.

Saturday, May 19.

9.30 a.m. Opening of Conference and Official Welcome—Central Hall, Queen Street.
12.30 p.m. Conference photograph outside Conference Hall.
12.50 p.m. Luncheon by His Worship the Mayor to the National Executive Council—Grand Hotel.
2.30 p.m. Conference Session—Central Hall, Queen Street.
5.0 p.m. Adjournment of Conference.
6.30 p.m. Tour No. 1—Forge Valley, Hackness, Scalvy and Open Air Theatre.
8.0 p.m. Orchestral Concert at The Spa.

Sunday, May 20.

9.55 a.m. Assembly Grand Hotel for Divine Service.
10.30 a.m. Divine Service—Parish Church.
12.30 p.m. The President to lay wreath on the War Memorial—Oliver's Mount.
2.15 p.m. Tour No. 2—Filey, Bempton, Flamborough, Hunmanby and Seamer.
8.0 p.m. Orchestral Concert at The Spa.

Monday, May 21.

9.30 a.m. Conference Session—Central Hall, Queen Street.
12.30 p.m. Adjournment of Conference.
12.45 p.m. Luncheon to His Worship the Mayor and members of the Local Conference Council by the National Executive Council.
2.30 p.m. Conference Session—Central Hall, Queen Street.
National Executive Council meeting, Grand Hotel, at conclusion of Conference proceedings.
8.30 p.m. Conference Dance and Carnival—Olympia Ballroom.

Tuesday, May 22.

9.30 a.m. Meeting of Education Correspondents—Town Hall.
10.0 a.m. National and Local Government Officers' Mutual Insurance Association, Ltd. (Logomia), Annual General Meeting—Town Hall.
11.30 a.m. Building Society Annual General Meeting—Town Hall.

TOURS.

10.0 a.m. Motor Tour No. 3—full day—Pickering, Goathland Moors and Whitby.
10.15 a.m. Tour No. 4—half day—Seamer, Sherburn, Sledmere, Yorkshire Wolds and Cayton Bay.
2.15 p.m. Tour No. 5—half day—Forge Valley, Hackness, Silpho Moors, Harwood Dale and Ravenscar.

CONFERENCE TRAVELLING

Persons travelling to the annual conference at Scarborough at Whitsuntide will be able to use the summer tickets which the railway companies are continuing until the end of 1934 between all principal points on any day available for return on any day, within one calendar month, at the ordinary single fare and one-third for the double journey (fractions of 3d. reckoned as 3d.). Minimum fares: First class 4/-, Third class 2/6.

This obviates the necessity of printing and issuing railway vouchers as in previous years. Arrangements will be made through headquarters for the reservation of seats for those who will be travelling from London. A party of eight or more travelling together by the L.N.E.R. can have accommodation reserved for them free of charge on notification of their requirements to the local station master a few days before travelling. Similar arrangements, no doubt can be made with other railway companies. For individual passengers the charge for the reservation of one seat is 1s.

HOLIDAY GUIDE
Price 3d.

The 1934 issue of the Association's Guide contains a large number of addresses of recommended holiday accommodation and other useful information. It is the best publication of its kind on the market. To save postage (4d. for one copy) order through your Branch Secretary.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

WHITLEYISM

IT is now nearly twelve months since the conference expressed a very large majority opinion in favour of Whitleyism, and no doubt the faithful will expect to see some results produced at the Scarborough Conference.

Whitleyism, like every idealistic scheme, is mainly dependent upon goodwill for its success. As a piece of machinery to regulate service conditions it is dependent for effectiveness, first upon conviction that it is the best method, and afterwards upon complete loyalty to the system in bad times as well as good.

Like the moving of the proverbial mountain, faith alone will dispel the obstacles to Whitleyism. But, before talking platitudes it will not do any harm to examine our own conscience. It is true that a resolution in favour of Whitleyism was passed at the Folkestone Conference, but it was not unanimous, and there was evidence, not only in the voting, but in the talking, that some of our members are not yet convinced that Whitleyism is the best negotiating instrument. If that doubt were confined to branches in one area it would not be a difficult problem to overcome. But it is not. There are Whitley heretics in every district; some have the courage of their opinions and speak them openly; others are passive resisters.

What the Heretics Say

Now let us crystallise into a few sentences the arguments of the heretics. The relationships between the officers and their council are, in some places, of such a satisfactory character that they believe Whitleyism to be unnecessary. In other places, the councils are always ready and willing to discuss problems with the representatives of the Association whenever they arise, and a permanent piece of machinery like Whitleyism would be redundant. There are centres where it is frankly admitted that the confidence which the staff have in the chief officers to put their case fairly is an advantage over entrusting their case to staff representatives.

Levelling Up—Not Down

As regards area Whitleyism, it is known that some Branches are afraid that a district scheme will result in a levelling down and not a levelling up. And, it is a fact that in one or two places something is in operation which attains exactly the same results as Whitleyism without calling it by that name.

Now, the believers have, quite naturally, the fullest confidence in the system, and they can point to the excellent results secured by the Lancashire and Cheshire Provincial Council as a district scheme, and to East Ham as a most successful local scheme.

It is not necessary to restate the arguments in praise of Whitleyism. They are well-known. And although it has been assumed that the handicap lies in the attitude of the Local Authorities, Whitleyism, if properly worked, can be just as great a benefit to the employer as to the employee.

There are four Provincial Whitley Councils functioning at present—not all equally, of course; but they are actually in existence. These Councils have appointed representatives, selected from both sides, who constitute a "Standing Conference of Joint Councils for Local Authorities' Administrative, Technical, and Clerical Services." On that Standing Conference there are ex-Mayors and Councillors who are as keen on Whitleyism as the most enthusiastic officer. Several of these adherents have said that their efforts to spread the gospel are handicapped by the unbelievers in N.A.L.G.O. Are we to admit that?

N.E.C. Propaganda

The National Executive Council, through its Service Conditions Committee, has strained every nerve during the past year to carry out the decision of the last Conference. Indeed, several members of that Committee have given their time and energy to propaganda in many parts of the country. They have travelled distances and given up their precious leisure time to show their faithfulness to Conference and to those who want Whitleyism.

We now come to the crux of the question. If Whitleyism has not made the progress many members would desire, where then, does the weakness lie? If there is to be any criticism expressed at the Scarborough Conference then let it be in the nature of self-examination. Whitleyism, like many other objectives, cannot be delegated. And, unlike others, it cannot be attained for all Local Government Officers merely on a majority vote.

You cannot force Whitleyism on those who don't want it, and you cannot, without being grossly unfair, blame the National Executive Council for not forcing it upon those who are indifferent or yet unconvinced. It would be a great help if the District Committees took the measure of their own branches, not by a vote at a District Committee Meeting, but by questionnaire. The survey should leave no room for equivocation.

Each Branch should know whether it wants a Provincial Council, and it should say so and then be as good as its word. The result of the referendum should be sent to the National Executive Council, who would then know whether propaganda work was essential and what support they could rely upon for any future action.

What is the Best Area?

Something useful could also be done by the District Committees towards solving that very important question: what is the most workable geographical area for a Provincial Council? Whitleyism, to be true and effective, must start from the districts. It is only evading the issue to clamour for a National Council first.

To produce results from Whitleyism those who come to decisions must have the courage to put them into operation. The nearer to the centre of things are they who come to decisions, the more promise there is that they will be honoured.

THE CONFERENCE

AS we go to press, the delegates appointed to attend the annual conference at Scarborough will be receiving the agenda, the annual report of the National Executive Council, and many other documents relating to the business and social sides of the conference. We wish to make a special appeal to the delegates to reply as expeditiously as possible to the requests made to them by the Scarborough Conference Council. In making this appeal, we have two main objects in mind. Firstly, as Whitsuntide is much earlier this year than is normally the case, the whole of the enormous amount of work put in by the Scarborough Conference Council must be concentrated and consequently the strain is so much greater. Secondly, smooth working and, indeed, success itself are dependent upon the ability of those in charge of arrangements to be able to make adequate provision for the requirements of the delegates at a time sufficiently far removed from the actual event to enable adjustments and even extensions to be made to their arrangements without creating chaos. It is due to those voluntary workers who are devoting their out-of-office time to the local work in connection with the conference that we make their burden as light as possible by complying with the very simple requests which they make.

NALGO SUMMER SCHOOLS

ARRANGEMENTS FOR THE ENGLISH AND SCOTTISH "VARSITY WEEKS"

As already announced, the English Summer School will be held this year at Newnham College, Cambridge, from June 30 to July 7.

The site of Newnham College, which originally belonged to the White Friars, has been intimately connected with Cambridge for many years. In 1871 a house was opened under the care of Miss A. J. Clough for the reception of women students attending the lectures for women which had been started in January 1870. In 1875, Miss Clough moved into a new building which forms the oldest block of Newnham College. The bronze gates at the east front of the College were presented as a memorial to Miss Clough by students who had been in residence during her lifetime. The College consists of Old Hall, Sidgwick Hall, Clough Hall, Peile Hall, Pfeiffer Building and Kennedy Buildings.

A glimpse of Newnham College, Cambridge, where the English Summer School will be held

Local Government Problems

The Summer School is open to all local government officers, members of Councils and other persons interested in the study of local government. Students come from all departments, and from both junior and senior positions. In the midst of the University atmosphere of Cambridge no distinctions exist, all members of the School becoming students again and sharing in a camaraderie that must be experienced to be fully appreciated.

Experts have been invited to deliver the lectures, and attention will be focused on the problems arising in the various departments in the service. Discussion will follow each lecture, and it is of great interest to all students to observe how these problems are approached under the impact of such a diversity of views.

Being a student gathering, the School has its lighter side, and opportunities for social intercourse are provided. Excursions and games are arranged so that the stay in Cambridge will be a holiday as well as providing a mental tonic.

Each lecturer will draw from his own experience, and while the problems of his own type of authority might reasonably have emphasis the questions with which he will deal will have general application and will have relation with questions which exercise the minds of similar officers serving other types of authority. Each single lecture will not be isolated, but will be one of the scheme and will fit into its place in the scheme. The School will be definitely educational and non-technical and its function is to deal from the practical point of view with what may be called the philosophy of local government.

The theme for the lectures this year is "Local Government Problems" and lectures on the following subjects will be given :—

Lecture 1. The Problems of the Town Clerk.

Lecture 2. The Problems of the Chief Financial Officer.

Lecture 3. The Problems of the Chief Education Officer.

Lecture 4. The Problems of the Public Health Officer.

Lecture 5. The Problems of the Public Assistance Officer.

Lecture 6. The Problems of the Municipal Engineer.

Lecture 7. The Problem of Water Supply.

Lecture 8. The Contribution of the Elected Representative.

Lecture 9. The Part played by the Central Government in shaping Local Policy.

Lecture 10. Summary and Prospect.

In addition, a special afternoon lecture will be given on "The Problem of leisure and Local Authorities."

The charge per head is 10s. 6d. per day for those sleeping in College, and includes breakfast, lunch, tea, dinner, all services, the use of lecture rooms and sitting-rooms. Both men and women students will be accommodated in the College; married men and their wives will be given approved lodgings outside the College.

Scottish School

The Scottish Summer School will be held at St. Salvator's Hall, St. Andrews University, from June 23 to June 30.

The School will be opened at Dinner on June 23 by Lord Provost Hunter of Perth. Lectures will be given on "Administration and Social Ideals" by Mr. A. MacFie, M.A., LL.B., Lecturer in Economics and Accountancy, University of Glasgow, and on "The Problem of Local Rates" by Mr. J. Cunnison, M.A., Lecturer in Social Economics, University of Glasgow, and "The Southward Drift of Industry," by Dr. J. A. Bowie, M.A., D. Litt., Principal, Dundee School of Economics and Commerce.

In addition a series of after-dinner talks has been arranged.

The charge per head is 9s. 6d. per day for those sleeping in the Residence Hall.

EXAMINATION RESULTS

List showing the candidates who passed the Association's Examinations held in January, 1934.

Preliminary Grade.

Name	*Authority*
Ames, H. L.	Great Yarmouth C.B.C.
Baird, C. G.	Jarrow B.C.
Bryant, C. J.	Lambeth M.B.C.
Campion, H. G.	Rushden U.D.C.
Clint, E.	Wakefield C.B.C.
Dobb, G.	Warsop U.D.C.
Harris, C. R.	Exeter C.B.C.
Henry, W. G. R.	Not a Local Govt. Officer
Lister, J. R.	" " " " "
Luke, H. D.	" " " " "
Marsden, T. W.	" " " " "
Mastin, S.	" " " " "
Meynell, W. H.	" " " " "
Razzell, A. W.	Dagenham U.D.C.
Rigby, A.	Whiston R.D.C.
Rutter, E.	Not a Local Govt. Officer
Sagar, J.	Burnley C.B.C.
Steward, O. B.	Leicester C.B.C.
Townson, H.	Lancaster B.C.
Wickens, J. H.	East Ham C.B.C.

Intermediate Grade

Addison, T. S.	Kent C.C.
Anderson, R.	Colwyn Bay U.D.C.
Bishop, A. G.	Willesden B.C.
Brittain, L.	Middlesbrough C.B.C.
Caudle, D. A.	Bath C.B.C.
Church, D.W.	Willesden B.C.
Coe, J. W. F.	Dewsbury C.B.C.
Connett, L. E.	Exeter C.B.C.
Crompton, C. L.	West Riding (Yorks) Rivers Board.
Davies, J. M.	Bootle C.B.C.
Fowler, L. C.	Hammersmith M.B.C.
Gardner, W.	Dorchester B.C.
Harvey, E. J. C.	Hampshire C.C.
Horne, K. A.	Northampton C.B.C.
Hutchinson, E.	Middlesbrough C.B.C.
Hyde, G. C. V.	Dorset C.C.
Isaacs, E. T. J.	Exeter C.B.C.
Kirk, F. W.	Middlesbrough C.B.C.
Lott, W. G.	Exeter C.B.C.
Mapstone, H. A.	Willesden B.C.
Marshall, A.	Southport C.B.C.
Matthews, E.	Willesden B.C.
Murrin, G. E.	Bromley, B.C.
Park, T. F.	Liverpool C.B.C.
Parsons, H. H.	Bristol C.B.C.
Pears, E.	Middlesbrough C.B.C.
Rose, E. V.	Exeter C.B.C.
Smart, N. G.	Hampshire C.C.
Smith, G. J.	Willesden B.C.
Stockwell, A.	Middlesbrough C.B.C.
Thompson, W.	" "
Turner, M. E.	Hull C.B.C.
Whittall, A. J.	Preston C.B.C.
Wilcox, E. H. O. A.	Willesden B.C.
Wilmott, E. J.	Exeter C.B.C.
Worledge, J. N.	Norfolk C.C.

Final Grade

Fleming, T.	Preston C.B.C.
Gay, R. L.	Somerset C.C.
Hardisty, F. M.	Middlesbrough C.B.C.
Jones T.	Willesden B.C.
Mallon, J.	Preston C.B.C.
Penniall, E. D.	East Ham C.B.C.
Price, J. S. T.	Willesden B.C.
Raine, H.	Lancaster B.C.
Stone, R. E.	Portsmouth C.B.C.
Sully, L. T. G.	Bristol C.B.C.

PERCENTAGES OF CANDIDATES WHO PASSED THE EXAMINATIONS

Grade	*Percentage*
Preliminary	30
Intermediate	80
Final	91

On March 1 the staff at headquarters presented the General Secretary with an address, offering their congratulations on his completing twenty-five years' service. A report will be given in next month's issue of *Local Government Service*.

SALARIES AND SERVICE CONDITIONS

NOTES BY THE ORGANISING SECRETARY

Salary Deductions

THE following changes have been notified since the last issue of LOCAL GOVERNMENT SERVICE.

Deductions terminated: Cornwall C.C.; County Boroughs of Croydon, Dewsbury, Newcastle, Plymouth, and Walsall; Boroughs of Buxton and Devizes; Urban District Councils of Dronfield, Matlock, and Sedgley; Rural District Councils of Bridgwater and Crediton.

Deductions modified: Oxfordshire C.C.

The Finance Committee of the Bradford City Council have recommended that the salary reductions imposed in 1931 be restored to about one-third of the staff.

Applications for complete restoration to the whole of the staff concerned have been made during the last few weeks to the Estimates Sub-Committee, to the Finance Committee, and direct to the Council. At the time of writing, no settlement has been arrived at.

Salaries

Immediately after the formation of the Port of London Authority Upper Division Staff Branch endeavours were made to improve the salary conditions of the officers, and as the result a new scale of salaries was adopted with effect from October 1, 1928, under which the officers in almost every grade had their scales improved. It was felt that the officers on the lowest grade should proceed to a higher maximum than £260 p.a., and from that time efforts have been made to secure some satisfaction of the claims of this grade from the Authority.

The last effort was contained in an application to the Authority, dated December 5 last, and as a result the Authority has decided that third-class clerks who have been at the maximum pay of the grade for two years or over shall be granted a special increase of £12 10s. p.a., and that a similar increase shall be made to the other third-class clerks after they have remained at their maximum for two years.

The establishment has been improved by an increase of the numbers as follows: Second-class clerks by 33; First-class clerks by 1; Principal clerks by 2; and 46 promotions are being made forthwith.

The alterations are effective from April 1, 1934.

A special meeting of the branch was held on February 28, 1934, when the organising secretary, Mr. W. Percy Fox, reported the result of the negotiations. A resolution expressing the sincere thanks of the meeting to the Port of London Authority was passed, and also expressing the view that the Association regarded the decision of the Authority as a constructive step towards the ultimate solution of the staff problem.

The West Riding Joint Council's scale of salaries has been adopted by the Mexborough U.D.C. and by the Castleford U.D.C., in the latter case up to the age of twenty-seven.

Service Conditions

Burton T.C. have approved a recommendation that all questions relating to or incidental to the terms of service, grading schemes, staffing, and remuneration of officials and employees at present requiring the approval of the Town Council should be delegated to a Committee consisting of the whole of the Members of the Council. Councillor Mary Goodger (Deputy Mayor) claimed the same measure of courtesy for officials as members would expect for themselves. She would not like a public discussion on her financial affairs.

The Hornchurch Urban District Council are to be heartily congratulated on their recent adoption of a most comprehensive scheme for the Grading and Conditions of Service of their official staff, which has been considerably augmented by the transfer of the majority of the officers of the Romford R.D.C. under the Essex Review Order. This Scheme, although not above criticism, qualifies the Hornchurch U.D.C. for a place in the select list of progressive local authorities, and we have not the slightest doubt that it will give general satisfaction to the members of the Hornchurch Branch of the Association who have a loyal supporter in Mr. William C. Allen (Clerk of the Council) as President. Modelled on the recently-adopted N.A.L.G.O. Scales and Conditions of Service, a welcome provision is the recognition of educational qualifications, including the examinations of the Association, by grants in the case of intermediate or equivalent examinations of £15, and in the case of final examinations, £25. The conditions of service also include satisfactory provisions with reference to recruitment, holiday leave and sickness.

An interesting condition of the grading scheme is that "except in the case of work of a terminating character, temporary appointments shall be restricted to six months, and furthermore shall be the subject of reports to the Committee from time to time." We believe the Hornchurch Council will have no cause to regret their decisions. The development of their extended area will entail tremendous responsibilities which will be loyally shared by their staff. It is safe to say that during the next ten years the staff will be considerably increased, and we venture to suggest that the adoption of the Local Government and Other Officers' Superannuation Act, 1922, will not only serve to retain existing officers, whose experience must be regarded in this transition period as indispensable, but will attract the right type of new entrant.

Superannuation

The following authorities have recently adopted the Local Government and other Officers' Superannuation Act, 1922:

Authority	*Appointed Day*
Brighton, C.B.	April 1, 1934
Plymouth, C.B.	
Ashton-under-Lyne T.C.	
Kendal, T.C.	April 1, 1934
Dartmouth T.C. (Devon C.C. Scheme)	April 1, 1934
Reigate T.C. (officers and workmen)	May 1, 1934
Loughborough, T.C.	
Droylsden U.D.C.	April 1, 1934
Hindley U.D.C.	
Magor R.D.C. (Mon.)	

The Bath, Croydon and Sandbach Councils have decided to obtain Actuarial Reports as to the cost of adopting the Superannuation Act.

In correspondence with local authorities, the Ministry of Labour, in dealing with applications for Certificates of Exception from Unemployment Insurance, makes it clear that where a local authority has adopted the Superannuation Act of 1922, the Minister takes the view that employment in a designated post in respect of which superannuation contributions are payable is permanent, and that all other employment under the authority is not permanent.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: October, 41; November, 43; December, 43; January, 42; February, 41; March, 40. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	JAN.	FEB.	MAR.
Food	24	22	20
Rent	56	56	56
Clothing	85	85	85
Fuel and Light	75	75	75
Other Items	75	75	75

Pontardawe held a most enjoyable and informal dinner and social evening recently. Councillor John Davies, Chairman of the Council, was the principal guest.

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"Vivax" Extra Special	35/-	32/6
"Vivax" Selected	25/-	22/6
"Vivax" Superior	17/6	15/-

	Youths' Bats		
	Size 6	Size 5	Size 4
"Vivax" Super ...	25/-	22/6	21/-
"Vivax" Extra Special	21/-	18/6	16/6
"Vivax" Selected	15/-	12/6	10/6
"Vivax" Superior	10/6	9/6	8/6

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Special School...	12/6	10/6
Special Crown...	9/6	8/6
Crown	7/6	6/-
LADIES'		
W.C.A.	11/-	10/8

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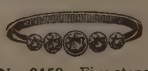

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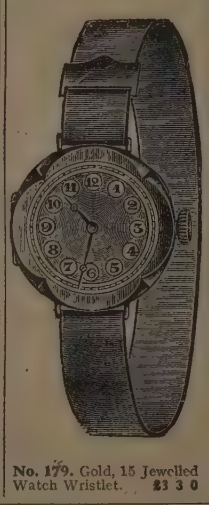

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SCOTTISH DISTRICT NOTES

REPORT OF PROCEEDINGS AT THE COUNCIL MEETING : DISCUSSION ON WHITLEYISM

THERE was a very large attendance at the Scottish Council meeting, held in Glasgow on March 10, and the proceedings were of an interesting character. In the absence of Mr. Hugh Begg, the chair was occupied by the vice-president, Mr. A. G. M. Archibald, who, before proceeding with the business, made sympathetic reference to the sudden death of Mr. A. H. Macfarlane, City Assessor of Edinburgh. For many years, Mr. Macfarlane had been a member of the Council and chairman of our Scottish Committee of the B. & O. Fund.

The main items of business arose on the reports of the various committees. First of all, there was a report of the Executive Committee submitted by the chairman. The report recommended that we proceed with negotiations for the establishment of Whitley Councils in Scotland. A discussion on this question ensued from which it appeared that the Council was practically unanimously in favour of Whitleyism and that the only difference of opinion was as to the method of procedure. It was finally agreed that this question of procedure be remitted to the Executive Committee of the Council, with the addition of Mr. John A. Fraser.

National Development Council

The next item of the report had reference to affiliation to the Scottish National Development Council. The chairman explained the work of this body, and that it was entirely non-political. The committee, after full consideration, had agreed to recommend that we affiliate. The Council approved of the proposal, and Mr. Archibald was appointed our representative.

The chairman submitted the notices of motion on the Agenda of the annual conference. He went over each item *seriatim* and gave a lucid explanation of the points at issue. Only with regard to one item, however, was it agreed to put down an amendment. The motion had reference to the length of speeches at the conference and proposed that the speeches be limited to ten minutes. It was agreed to suggest in our amendment that they be limited to seven minutes.

Mr. Donald Maclean, of Greenock, the new Convener of the Law and Parliamentary Committee, in submitting his report, referred first of all to the position of officials under the Poor Law (Scotland) Bill. He pointed out that the Government, in redrafting this Bill, had not seen their way to agree to our proposal that clauses providing for a measure of security of tenure to governors of poorhouses and district public assistance officers be included in the Bill, and he suggested that we press for such clauses in Parliament when the Bill comes up for its second reading. Mr. George S. Fraser, our honorary solicitor, explained what he believed to be the attitude of the Scottish office on this question, and a lively discussion ensued. Mr. Arnot, the secretary of the Governors and Matrons Association, urged that we take immediate action to have clauses inserted, and it was unanimously agreed that this be done.

Unemployment Bill

The next item in Mr. Maclean's report had reference to the Unemployment Bill. He detailed the negotiations which had taken place with the Government with a view to having adequate clauses for compensation and superannuation inserted in the Bill, and the secretary briefly reported on the conference which he had attended at the Ministry of Labour with reference to this subject. After some discussion it was agreed to leave all further negotiations in the hands of headquarters.

Mr. Maclean also reported with reference to the Action of Declarator with regard to payment of compensation under the Rating (Scotland) Act, 1926. He stated that the Open Record had now been printed and was in our hands, and that the case would probably be heard after the Easter vacation.

The Education Convener's report was submitted by the Convener, Mr. John Campbell. He stated that the syllabus for the summer school at St. Andrews, for the week beginning June 23, had now been issued to branches, and that they would notice that it was of a very attractive character. They would be pleased to see that Mr. Highton, the new secretary of the Department of Health, was to give an after-dinner talk, and that there were also other speakers who would be well worth hearing. He assured the members that they would find in the amenities of St. Andrews and St. Salvator's Hall everything that could be desired, and he urged everyone present to make an effort to attend some of the lectures at least, and to do whatever they could in their various districts to make the school a triumphant success.

Regarding the extension of the general knowledge examination of the Poor Law Examinations Board to include all entrants to the Local Government Service, the negotiations with the Board were still proceeding. A memorandum would be prepared on the subject, and he hoped to be able to report definite progress at the next meeting.

The report of the Propaganda Committee was submitted by Mr. Duncan Galbraith, the Convener. He stated that a new branch had recently been formed for the County of Kirkcudbright, and he gave details of several propaganda meetings that had been held within the last three months. He suggested that we endeavour to get Mr. Hill to assist us in the propaganda campaign which had been sketched out for last autumn, but which had had to be abandoned. The report was approved.

Annual Sports Day

Mr. S. H. Brodie, the Convener of the Sports Committee, stated that it was proposed to hold the sports day at Bridge of Allan, probably on Saturday, September 15, and that the arrangements would be on similar lines to last year. He thought that for next sports day latecomers ought to be penalised. In the bowling competition last year one or two rinks arrived very late, and this led to some confusion and disappointment. He suggested that we impose a definite handicap on latecomers. Mr. Fraser and others pointed out the difficulties which might arise, and the matter was finally left in the hands of the Sports Committee to make arrangements, the usual grant of five guineas being made towards the Prize Fund.

Mr. Davies reported on an interview which he and the late Mr. Macfarlane and the secretary had with officials at the Department of Health with reference to the relationship of chief officials one to another, when the officials of the department pointed out that on this subject local authorities had powers to make regulations under Section 83, Sub.-Section 3 of the Local Government Act, 1889. It was agreed that no further action be taken in this matter.

It was agreed that the next meeting of the Council be held in Dundee and it was left with the chairman and secretary to fix the date. After the meeting, Glasgow Branch kindly entertained the delegates to tea in the George Hotel.

New Branch for Kirkcudbright

As reported at the Scottish Council meeting, a new branch has been formed for Kirkcudbright. The meeting at which the branch was formed was held at Kirkcudbright on February 14, when there were about twenty officials present, over whom Mr. John Crawford, M.A., LL.B., Director of Education, presided. After Mr. Mortimer had addressed the meeting, it was unanimously agreed to form a branch for the county, and a small committee was elected to draft a constitution for the branch. Mr. James Caldow, County Clerk's Department, was appointed interim secretary. Those interested in the district should communicate with Mr. Caldow.

Superannuation

We have pleasure in reporting that Lanarkshire County Council have now decided by fifty votes to *six* to adopt the Superannuation Act for all the transferred officers—some 250 in number—who were taken over under the Act of 1929 and who were without superannuation rights.

The Finance Committee of Stirling County Council have recommended the adoption of a scheme, and there is every likelihood that the recommendation will be adopted at the first meeting of the County Council.

As already reported, several authorities in Scotland are now obtaining actuarial reports with a view to the adoption of schemes. These include Aberdeen County Council and the Town Councils of Airdrie, Paisley, and Greenock. We have sent letters suggesting the adoption of schemes to the County Council of Inverness, the Town Council of Inverness, and the Town Council of Clydebank.

Salary Cuts

We feel that we are now well on the way to an all-round restoration of the cuts. Since last issue, Dumbartonshire County Council have wholly restored the cuts, and Glasgow City Council has recommended immediate restoration up to salaries of £350 and that in May the question of restoration to those with salaries above £350 be considered. Falkirk Town Council has also made restoration, and quite a number of applications are now pending with regard to which we are hopeful of a successful issue.

Grading Schemes

The Town Councils of Paisley and Kilmarnock have the question of grading salaries under consideration, but they move slowly. We regret that Lanarkshire County Council have not yet made a move towards the completion of a scheme. The position in Lanarkshire is indeed chaotic and is every day getting more so. A small council may get along without a grading scheme, but a council with a staff of between 500 and 600 cannot afford to be without a complete system of grading. A great many members of the Council, of course, recognise this, but we are still faced with certain "die-hard" opposition.

Dumbartonshire Branch

On March 10 a very successful whist drive and dance was held by the Dumbartonshire Branch. About forty couples participated. An excellent musical programme was rendered by a band led by a N.A.L.G.O. leader. A most harmonious and enjoyable evening was spent. Whist prizes were won by Messrs. Thomson and Mellis and Mrs. Spence and Miss Davies, first and second respectively for gents and ladies. Mr. T. Spence acted as M.C. The revival of the old country dance "Strip the Willow" was a feature of the evening.

Lanarkshire

The annual social meeting of the Lanarkshire Branch was held at Glasgow, Mr. Hugh Begg presiding. A large number of members and their friends were present, among whom were Mr. and Mrs. Robert Anderson (Uddingston), Mr. and Mrs. D. J. Black (Cambuslang), Mr. and Mrs. P. C. Smith (Bothwell), Mr. and Mrs. Stephen and Mr. and Mrs. R. Bryce Walker (Hamilton). Having partaken of tea, the company settled to a game of whist, and at the conclusion handsome prizes were presented to the winners by Mrs. Walker.

DISTRICT COMMITTEE MEETINGS

SOUTH WALES AND MONMOUTHSHIRE

A WELL attended meeting was held in the Town Hall, Newport, on February 24. In the absence of the Mayor, the Deputy Mayor (Councillor F. Quick) gave a hearty welcome to the delegates.

The Committee approved the holding of a complimentary dinner to Mr. C. G. Brown, President of N.A.L.G.O., at the Park Hotel, Cardiff, on April 7, following the meeting of the District Committee that day. It was reported that the Lord Mayor of Cardiff and other distinguished guests would be present, and the hope was expressed that the function would be thoroughly representative of Local Government in South Wales.

The Executive Committee reported that at the N.E.C. by-election Mr. Granville Llewellyn (Monmouth County Council) and Mr. Harry Morris (Swansea) had been elected. Mr. Llewellyn and Mr. Morris were congratulated on their election. The Committee also presented a detailed report on membership which showed that approximately 85 per cent. of Local Government Officers in the district were members.

Mr. J. I. Price (Merthyr Tydfil) was elected a member of the Executive Committee in place of Mr. Harry Morris who became a member ex-officio on election to the National Executive Council.

Mr. Harry Morris reported on the meetings of the N.E.C. and was warmly thanked for his full and most interesting report.

In his report, the Divisional Secretary stated that the paid-up membership for 1933 was 3,907—an increase of 278 over 1932—and that on January 31, 1934, the membership had increased to 3,963; that out of 116 local authorities in the area, 24 only were still making reductions in salaries; that the Rhondda U.D.C. and the St. Mellons R.D.C. had now adopted Superannuation Schemes, and on the joint application of N.A.L.G.O. for officials, and the National Union of General and Municipal Workers for workmen, Merthyr Tydfil had agreed to obtain an actuarial report.

Attention was drawn to newspaper reports of a speech by Mr. Aneurin Bevan, M.P., in the House of Commons, in which Mr. Bevan was reported to have said: "Anyone who has had any experience of poor law administration knows very well that you can never trust a permanent official to treat the poor decently." Strong resentment was expressed, and the Executive Committee were requested to draw Mr. Bevan's attention to the unfair and unwarranted attack on officials.

Following the meeting the delegates were entertained to tea by the Newport Branch.

NORTH EASTERN

ABOUT seventy representatives attended a meeting of the North Eastern District Committee held at Blyth on February 24, Mr. R. E. Heron presiding.

Two meetings of the Executive Committee have been held since the last meeting of the District Committee, and arising from a comprehensive report which the Executive Committee had considered on the question of the establishment of Whitleyism in the area, it was resolved that the report be circulated to branches and that arrangements be made for speakers to address branch meetings on the subject. The District Committee, in accepting the report of the Executive, agreed that the project should be furthered in every possible way.

The divisional secretary, reporting on the fully paid membership of the area for the year ending 1933, stated that the membership figures now stood at 4,271, being an increase of 230 over the previous year. The number of Branches within the area of the North Eastern District Committee was 34.

One new branch had been formed during the year, namely, East Cleveland.

Special attention was drawn to the fact that the Durham County Officers' Branch had increased its membership by 133 during the year, the final figures now standing at 635. Other noteworthy increases were, Darlington 37; Tynemouth 14; Sunderland 12; Blaydon 10.

It was reported that since the close of the year a new branch, consisting of the officers of the Washington U.D.C., had been formed.

Touching on the question of national economy, the Divisional Secretary stated that in the County of Durham, only 10 authorities out of a total number of 50 were operating the original temporary deductions. In Northumberland, out of 34 authorities, the original deductions were only being operated by 4 authorities. Unfortunately, at West Hartlepool and Jarrow the Councils had decided to continue the "cuts" indefinitely.

The Felling Urban District Council and the West Hartlepool County Borough Council had the question of superannuation under consideration.

A proposal to dismiss all junior officers of the Tees Valley Water Board on attaining the age of 21 years had been successfully resisted by the Association.

The Divisional Secretary gave a report on the South Shields Tramways Department Inquiry.

Mr. Bingham, Mr. Grainger and Dr. Williamson gave reports on the last meeting of the National Executive Council, and Mr. J. L. Clark, Chairman of the North Eastern

(*Continued at foot of column 3*)

NORTH-WESTERN AND NORTH WALES

THE quarterly meeting of the North-Western and North Wales District Committee was held at the Albert Hall, Manchester, under the chairmanship of Mr J. W. Wilkinson, Southport, on February 24. Mr. W. H. Whinnerah (deputy chairman), Manchester; Mr. F. J. Willett (honorary secretary), Salford; and Mr. J. D. Cannell (honorary treasurer), Warrington, and the divisional secretary were also present. The National Executive Council was represented by Mr. G. W. Coster, of Liverpool (vice-president of the Association); Mr. J. E. Gee, of Preston; and Mr. J. W. Singleton, of Accrington.

Reference was made by the chairman at the commencement of the meeting to the loss sustained by the Wallasey Branch and the District Committee by the sudden death of Mr. C. W. Kelly, late honorary treasurer of the Wallasey Branch and delegate to the District Committee. The members signified their respect and sympathy by standing in silence.

A communication from headquarters *re* proposed and existing areas of Whitley Councils was referred to the General Purposes Committee for consideration.

The following nominations for the offices were made: President, Dr. A. Wotherspoon, Stoke-on-Trent; Senior vice-president, Mr. G. W. Coster, Liverpool; Junior Vice-President, Mr. J. W. Wilkinson, Southport; Trustees, Messrs. H. Begg, S. Lord and W. H. Whinnerah; Hon. Treasurer, Mr. W. E. Lloyd; Honorary Solicitor, Mr. P. H. Harrold.

Mr. J. W. Singleton reported the proceedings of the National Executive Council, and referred to the honour of M.B.E. which had been conferred on Mr. C. A. W. Roberts of Liverpool (member of the N.E.C.) by His Majesty the King in January last.

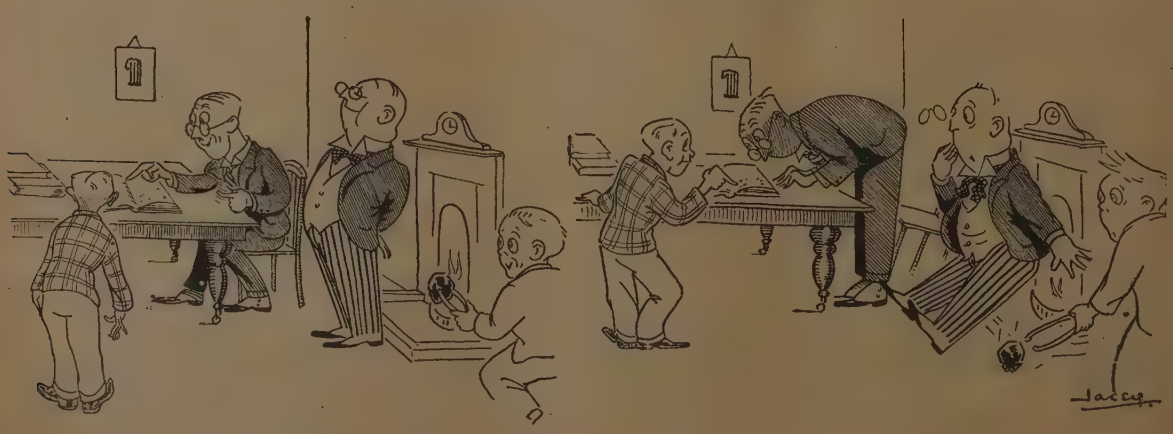
A tentative arrangement, on the suggestion of the Liverpool Branch, was made for a half-day sail to North Wales to be undertaken—a North Wales steamer to be chartered for the occasion—one Saturday in June, at a cost of 5s. 6d. per head. All profits accruing to go to the Benevolent and Orphan Fund.

(*Continued from column 2*)

Regional B. and O. Committee, emphasised the urgent necessity for increased contributions to the Benevolent and Orphan Fund.

After the meeting the members adjourned to the Committee Room, where tea was partaken of. They were joined by the Mayor (Councillor R. Kirkland) and the Town Clerk (Mr. J. Leigh Turner). The Mayor extended a hearty welcome, Mr. R. E. Heron suitably responding.

THE AUDITORS ARE CAUGHT OUT!



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*May 18	To Casablanca, Las Palmas, Teneriffe, Madeira, Lisbon. (*Whitsun Cruise.*)	July 28	To Vigo, Malaga, Palma, Ceuta.
May 19	To Ceuta, Barcelona, Naples, Capri, Palermo, Lisbon. (*Whitsun Cruise.*)	Aug. 4	To Vigo, Casablanca, Madeira, Lisbon.
June 16	To Ceuta, Barcelona, Naples, Capri, Palermo, Lisbon.	Aug. 11	To Vigo, Malaga, Palma, Ceuta.
June 30	To Casablanca, Las Palmas, Teneriffe, Madeira, Lisbon.	Aug. 18	To Vigo, Casablanca, Madeira, Lisbon.
July 14	To Greenock, Aandalsnes, Merok, Olden, Loen, Balholm, Bergen, Ulvik, Eidfjord, Greenock.	Aug. 25	To Vigo, Malaga, Palma, Ceuta.
		Sept. 1	To Vigo, Casablanca, Madeira, Lisbon.
		Sept. 8	To Vigo, Malaga, Palma, Ceuta.
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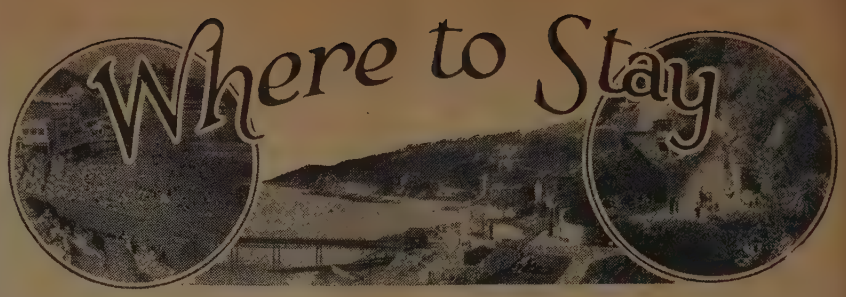

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(*Continued on page* 465)

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May 18	DORIC	Mediterranean, Morocco, Portugal (*Whitsuntide Cruise*)	Liverpool	10	£10
June 2	DORIC	Madeira, Canary Is., Morocco	Liverpool	14	£13
16	HOMERIC	Mediterranean, Italy, Sicily, Venice, Dalmatian Coast, N. Africa	Southampton	21	32 gns.
23	DORIC	**Mediterranean, Spain, The Riviera, Balearic Is. (Civil Service Cruise) (Under the auspices of the Civil Service Sports Council)**	Liverpool	14	£13
July 14	HOMERIC	Mediterranean, Spain, Italy, Greece, Rhodes Island, Malta, Morocco	Southampton	19	30 gns.
14 (From Greenock, July 15).	DORIC	Round Britain and to Norwegian Fjords (Return-ing Leith and Immingham)	Liverpool / Greenock	13	£13
28	DORIC	Northern Capitals, Baltic Ports	Immingham	15	£15
Aug. 4	HOMERIC	Madeira, Canary Is., Morocco, Portugal (*August Bank Holiday Cruise*)	Southampton	14	23 gns.
4	ADRIATIC	Portugal, Morocco, Canary Is., Madeira (Under Charter to National Tours, Ltd.)	Liverpool	14	16 gns.
15	DORIC	Madeira, Canary Is., N. Africa, Portugal (*Scholars' Summer Cruise*)	Southampton	13	Adults 16 gns. Girls 12 gns. Boys 10 gns.
22	HOMERIC	Mediterranean, Morocco, Balearic Is., Italy, Sicily	Southampton	14	23 gns.
25	ADRIATIC	Mediterranean, Portugal, N. Africa, Malta, Italy, Spain (Under Charter to National Tours, Ltd.)	Liverpool	19	23 gns.
Sept. 1	DORIC	Mediterranean, Portugal, Balearic Is., N. Africa	Southampton	13	£13
8	HOMERIC	Mediterranean, Malta, Greece, Rhodes Island, The Aegean Sea, Italy, N. Africa	Southampton	19	30 gns.
15	DORIC	Madeira, Canary Is., Morocco	Southampton	14	£13
18	ADRIATIC	Mediterranean, Portugal, N. Africa, Balearic Is., Spain (Under Charter to National Tours, Ltd.)	Liverpool	15	16 gns.
29	HOMERIC	Mediterranean, Morocco, Malta, Greece, Mudros, Turkey, Italy, Balearic Is.	Southampton	21	32 gns.
Oct. 3	DORIC	Mediterranean, Spain, The Riviera, Morocco	Southampton	14	£13

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June 9	13	*Tangier, Malta, Naples, Gibraltar ...	
June 15	14	†Lisbon, Naples, Algiers, Arosa Bay &c. ...	
June 23	14	*Malaga, Monte Carlo, Naples &c. ...	
June 30	13	*Tangier, Malta, Naples & Gibraltar ...	1st Class £22 or £25
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(*Continued from page* 463)

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AT RANDOM: COMMENTARY ON CURRENT EVENTS

By "HYPERION"

The Marx Brothers

FILMGOERS are divided into two camps —those who adore the Marx Brothers and those who can't stand them at any price. Personally, I adore them.

In their latest film, *Duck Soup*, they have proved themselves once again the greatest satirists of the age. Their form of satirical humour is difficult to analyse. Harpo, the craziest of the brothers, with his general look of half-wittedness, his unblinking childlike eyes and his bland ineffable smile is, I think, with the possible exception of Grock, the greatest clown of the age; and Groucho's fluent wisecracks, though perhaps they seem a little tame out of their context—how irresistibly funny they are when uttered in his own nonchalant inimitable way!

His habit in this latest film of pouring out a string of insults to the millionaire's widow and then laying his head on her shoulder and saying "*Can't you see that I am trying to tell you that I love you*"; his "*I try your patience? Come over and try mine some day!*" his "*A four-year old child could understand that report. Run out and find me a four-year old child! I can't make head or tail of it!*"—all provoke the audience to helpless laughter.

That the Marx Brothers are satirists and not mere clowns can, however, be seen from that amusing depiction of mass hysteria when Freedonia decides to go to war. Later in the film there is an equally good burlesque of modern warfare when Groucho is in command of Freedonia's army. Groucho, Harpo and Chico are imprisoned in a hut surrounded by the enemy. Groucho broadcasts an appeal "to all nations." "*Three men and a woman are in danger*" he shouts into the microphone, "*Send help at once. If you can't send help, send two more women.*"

Ronald Knox has well said that humour is of an age, satire of all ages; humour is of one particular civilisation, satire of all countries. The genius of the Marx Brothers is definitely international.

Don't miss seeing *Duck Soup* when it is generally released.

The Function of Laughter

And, talking of the Marx Brothers, have you ever asked yourself *why* you laugh? Large books have been written on the subject by psychologists and I have read some of them, but I still laugh without knowing why!

Mr. Max Beerbohm once took the trouble, after a certain amount of research among music-halls and comic journals, to tabulate the things at which the public laughs. His list included:

Twins	Seasickness
Mothers-in-law	Fatness
Henpecked husbands	Thinness
Foreigners	Old maids and
Baldness	Stammering.

The unifying laughter-provoking principle of this list, Mr. Beerbohm concluded, is delight in suffering and contempt for the unfamiliar.

Bergson, on the other hand, tells us that the real function of laughter is to bring men into line, and to restrain the members of the community from wandering too far off the beaten track. Laughter is, in fact, the corrective force which prevents us from becoming cranks. If we do wander off the beaten track, and develop little eccentricities, we become objects of ridicule.

For the comic expresses, above all else, a special lack of adaptability to society. Each member of society must be every attentive to his social surroundings: he must model himself on his environment. In short, he must avoid shutting himself up in his own peculiar character, as a philosopher in an ivory tower.

Therefore, society holds suspended over each individual member, if not the threat of correction, at all events the prospect of a snubbing, which, although it is slight, is none the less dreaded. Secondly, Bergson stresses the absence of feeling which usually accompanies laughter. By feeling, I don't mean the dull ache which one often feels in the pit of one's stomach after very boisterous mirth, but emotional feeling. Laughter has no greater foe than emotion. It is difficult—almost impossible—to laugh at anyone you love, who is making a fool of him or herself. I don't mean that you could not laugh at a person who inspires us with pity or even with affection, but in such a case we must, for the moment, put our affection out of court, and impose silence on our pity.

Look on life as a disinterested spectator and many a drama will turn into a comedy. As Horace Walpole said "Life is a comedy to the man who thinks, a tragedy to the man who feels." To produce the whole of its effect, the comic demands something like a momentary anaesthesia of the heart.

Dearth of Modern Satirists

The word "satire" is from *satura*, a mixture, and until Lucilius and Juvenal adopted it into the written language of Rome, it was applied only to the miscellaneous entertainments of strolling players who were the brief chroniclers of the time and were, no doubt, as their descendants have always been, licensed to amuse with clumsy jests and gibes at prominent men and popular institutions and open scandals.

In its literary aspect, satire may be described as the expression of the sense of amusement or disgust excited by the ridiculous or unseemly, provided that humour is a distinctly recognisable element and that the utterance is invested with literary form. Without humour, satire is mere invective, and without literary form, it is mere clownish jeering.

As Ronald Knox has pointed out, satire is born to scourge the persistent and ever-recurrent follies of the human creature as such. And, for anybody who has the humility to realise that it is aimed at him, and not merely at his neighbours, satire has an intensely remedial effect; it purifies the spiritual system of man as nothing else that is human can possibly do.

One of the best modern vehicles for satire is the revue, but, with the exception of Noel Coward, there is no one who has effectively exploited its possibilities in this respect.

What a real dearth of satirists there is in England to-day!

One can almost count them on the fingers of two hands. Max Beerbohm, Belloc, Chesterton, Bernard Shaw, Noel Coward, A. P. Herbert, Ronald Knox, D. B. Wyndham Lewis, John Tilley, Gillie Potter—how many more? Not one of them could hold a candle to a Voltaire or a Swift.

This scarcity is not really to be wondered at, for the satirist requires great and rare qualities. It is not sufficient that he should deride; he must enter into imaginative possession of the qualities, the lack of which he derides in others.

It occurred to me, by the way, after listening to certain passages in Mr. Hill's speech at the Dinner on March 3, that he has considerable potentialities as a satirist. He has that rare gift of seeing the complete meaninglessness of catch phrases, of penetrating the superficial veneer of things and arriving at their inner, essential meaning. Nevertheless, there is much more satisfaction to be obtained from constructive rather than destructive work, and the functions of a satirist are usually destructive. I have no doubt that Mr. Hill, if he had the choice, would prefer to have built up an organisation like N.A.L.G.O. rather than, by lashing at the follies of mankind, have achieved the fame and eminence of Swift, the bitterness of whose life is well summarised in his epitaph "*ubi saeva indignatio ulterius cor lacerare nequit*" (where rage and resentment can no longer eat into the heart).

Without Prejudice!

Extract from an Office Expenses Account of the Manager of a business in Shanghai.

		£	s.	d.
April 1.	Advt. for Girl Typist ..		2	6
„ 3.	Violets		2	0
„ 6	Chocolates.		5	0
„ 8.	Week's Salary	2	0	0
„ 10.	Roses		10	0
„ 11.	Chocs. for Wife		1	0
„ 16.	Lunch with Miss — ..	2	3	0
„ 17.	Salary for Typist	3	0	0
„ 17.	Chocs. for Miss — ..		10	0
„ 17.	Chocs. for Wife			6
„ 24.	Winnie's Salary	4	0	0
„ 24.	Supper, Theatre, Winnie	6	10	0
„ 26.	Fur Coat for Wife ..	85	0	0
„ 27.	Advt. for Male Typist ..		2	6

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BUYING A HOUSE: III.

BY THE SPECIAL ACTIVITIES SECRETARY

SINCE the building society movement began several millions of persons have purchased houses by means of a mortgage. They have adopted the wise plan of saving their rent instead of paying it to someone else. The object of these articles is to get every member of N.A.L.G.O. "house-purchase minded" and show them why and how they can become the owner of the house in which they live. The association believes that every married member has a direct responsibility to his family to do two things :—

1. Buy his house.
2. Insure his life.

And the best possible facilities have been provided so that both can be undertaken at a minimum cost. No longer need a member continue to rent a house in which he has no real interest, other than it provides a roof over his family; nor the less fortunate member pay an exorbitant rent for a few rooms in another person's house.

It transpired in a recent conversation with a member who had decided to commence buying a house through the Nalgo Building Society that in addition to renting a house for the past fifteen years he had actually effected improvements in the property at an expenditure to himself of £100, which included a properly constructed conservatory. Fifteen years is the term over which many members are repaying their mortgage, and at the end of the period they will *own* their house. Better to start late than never arrive.

Where are the grounds for the fear that so many people have of a mortgage? Provided the calendar monthly payments are kept up the mortgage will not be called in. Is there a landlord in the kingdom who is likely to forego the rent of his property?

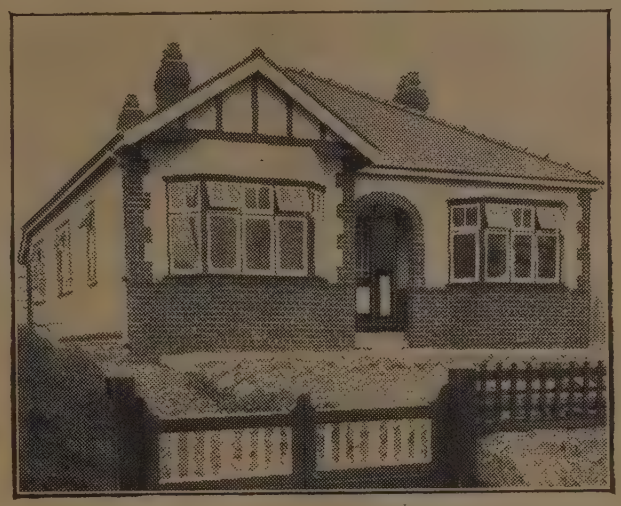
Some members may feel that the ownership of a house will restrict their applications for positions under other local authorities. The Nalgo Building Society places no obstacle in the way of a member selling his house and paying off the mortgage, or of letting it, and will gladly help him to buy another property in his new district. The object of forming the society was to render the utmost service to the members. It is not run for private profit. It enables members with capital to invest securely and profitably and those with little or no capital to obtain mortgages on advantageous terms.

An Actual Case

Is it possible that any member considers it is not a sound financial proposition to buy the house in which he lives? Take a recent case of a member, age 37, salary £350 per annum. He decided to buy a new freehold house costing £900 and required an advance of £800, which the society has granted at 5 per cent. repayable over a term of twenty years. His annual repayment to the society for principal and interest will be £64 8s., making a total payment in twenty years of £1,288, being £800 for principal and £488 for interest. The sum of £800 must be regarded as a definite saving, as he will have bought his house, therefore, the interest only will represent his rent of the property and will amount to £24 8s. per annum —less than 10s. per week. His rates on the present assessment will amount to 5s. per week, giving a total net rental of less than 15s. per week.

What would be his position if he rented the house? The society's local surveyor estimated the rental value of the property at £70 per annum, *exclusive of rates*, which would represent a total of £1,400 in twenty years. Assume that to be too high and place the rent at £52 per annum, exclusive of rates. On this assumption his saving on rental alone would be £27 12s. per annum, being the difference between the interest paid to the Society and £52 per annum or £552 in twenty years. To sum up the position, this member will, by utilising £100 towards the purchase of a house :—

(*a*) Save a minimum of £552 in twenty years on rent.



A member is purchasing this £575 Freehold Bungalow through the Nalgo Building Society

(*b*) Become the owner of a house costing £900.

(*c*) His maximum outgoings can only amount to £64 8s. per annum payable to the society and £13 per annum for rates, being £1 9s. 9d. per week.

Buy Now!

There is a definite value in pride of ownership and security of tenure. Judging from the photographs received by the Nalgo Building Society of many properties on which advances have been made the members have every reason to be proud of their purchases. Values vary according to district and the newly built, seven-roomed, freehold bungalow shown here which has been secured by a member in North Wales for £575 is an example of the type of property obtainable at a very low price. Now is the time to purchase. The cost of property was never lower and present-day purchasers have no cause to fear that any considerable depreciation in values will take place. On the contrary, a rise in the price of materials which is already indicated in a number of industries can only have the effect of increasing values. Money is also cheap and a mortgage effected on the present low rate of interest will remain unaltered throughout the whole term.

Members who are contemplating the purchase of a house and require a mortgage are strongly advised to let the Nalgo Building Society assist them. The scheme caters for every type of application. Those who are in a position to provide a third of the value out of their own resources can borrow at 4½ per cent. and those who cannot put down a sum equal to one-third of the value can borrow at 5 per cent. If the property is not required for personal occupation the rate is ¼ per cent. higher in each case.

The normal maximum advance on a house required for personal occupation is 90 per cent. of the value, but as the society is anxious that the benefits of house ownership should be available to as many members as possible, in approved cases 100 per cent. of the value is advanced, subject to 10 per cent. being guaranteed through arrangements which are provided by the society. Where the full value is advanced the borrower must be prepared to provide the legal fees, etc., and complete details are included in the society's printed literature.

The life assurance cover which the association offers in conjunction with a mortgage from the Nalgo Building Society is not compulsory. It is known as "Hedge Your Mortgage" insurance, and the benefit, which is offered by the Insurance Department of N.A.L.G.O., enables a member, by paying a small monthly premium based on his age next birthday and the amount of his loan, to provide for the whole debt to be extinguished in the event of his death occurring before the mortgage is paid off. The following is a selection of calendar monthly premiums, which can be paid with the mortgage repayment, for covering each £100 of the mortgage :—

Age next birthday	Mortgage repayable in 15 years		Mortgage repayable in 20 years	
	s.	d.	s.	d.
25	1	2	1	3
30	1	3	1	4
35	1	5	1	7
40	1	8	1	11
45	2	2	2	5
50	2	9	3	2
55	3	9	4	4

The premium is payable for two-thirds of mortgage term only, viz: 10 years if the mortgage is for 15 years, and 13⅓ years if the term is 20 years, but the loan is protected throughout the whole of the mortgage term. The benefit in no way prevents a borrower from selling his house and paying off his mortgage.

This scheme does not only apply to mortgages granted by the Nalgo Building Society. The "Hedge Your Mortgage" policy can be issued in respect of any other society's mortgage and will operate in exactly the same way, notwithstanding the fact that the mortgage has been in force a number of years. Members who desire to know the premium payable to cover an existing mortgage should inform Headquarters of their age next birthday, the original amount of the mortgage, the present amount owing, the number of years for which the mortgage was granted, and how long it has still to run.

SOCIAL ACTIVITIES

The real value of the social side of a branch's activities is well interpreted in a leading article which appears in the February issue of the *Guildman*, the well-produced organ of the Leeds Municipal Officers' Guild. "There are quite a few in the Guild who think that the social side of the Guild's work is entirely unnecessary and a waste of energy," observes the writer. "Do those people realise that all these pleasant evenings at billiards, those long hours of rehearsal in the Dramatic Society, those fiercely-contested games of table tennis, and the time spent at whist drives or debates are all steps towards comradeship? Do they appreciate that behind nearly all these activities is the desire to strengthen the resources of the B and O Fund? Sometimes we think that if they do realise these things they have forgotten their importance. Their attitude is not cynical; it is simply thoughtless."

NEWS FROM THE BRANCHES

RÉSUMÉ OF RECENT ACTIVITIES

NOTE TO CORRESPONDENTS.

THE EDITOR OFFERS HIS THANKS TO CORRESPONDENTS WHO SEND HIM ITEMS OF BRANCH NEWS. IT DOES NOT, OF COURSE, SIGNIFY LACK OF APPRECIATION IF THEIR REPORTS HAVE NOT APPEARED THIS MONTH. THE AMOUNT OF MATERIAL RECEIVED, IF GIVEN IN FULL, WOULD HAVE OCCUPIED AT LEAST ONE-THIRD OF THIS RECORD 44-PAGE ISSUE OF "LOCAL GOVERNMENT SERVICE." THE EDITOR'S DIFFICULTY IS THE AGE-OLD ONE OF GETTING A QUART INTO A PINT POT, AND HE REGRETS THAT OWING TO EXTREME PRESSURE ON SPACE MANY ITEMS OF NEWS HAVE UNAVOIDABLY BEEN HELD OVER. CORRESPONDENTS WOULD RENDER A FAVOUR IF THEY WOULD KEEP REPORTS BRIEF, CONFINING THEMSELVES TO MATTERS OF NATIONAL IMPORTANCE AND EXCLUDING MATERIAL OF PURELY LOCAL INTEREST.

High Wycombe and District

After a few years of inactivity, the High Wycombe and District Branch has commenced a new lease of life, and it is anticipated that great strides will be made during the present year.

The following officials have been elected: President, Mr. P. B. Beecroft (Town Clerk of Wycombe). Chairman, Mr. C. J. Ping. Committee: Misses F. Kennedy, G. F. Dunning, and M. Taylor, and Messrs. G. Hussey, J. Auton, and G. H. Appleby. Joint Treasurers: Messrs. L. R. Coles and A. R. Watts. Joint Secretaries: Messrs. W. Long and C. W. Brewin.

The first whist drive and dance organised by the branch was a great success, over four hundred members and friends attending. The Mayor and Mayoress of Wycombe, Ald. and Mrs. W. S. Toms, were present, together with several members of the Wycombe Borough and Wycombe Rural District Councils. In the course of his remarks the mayor stated he was very pleased indeed that the branch had been revived, and wished it continued success.

As a result of this venture nearly £10 has been divided between the B. and O. Fund and the Wycombe Hospital. A further whist drive and dance has been held in aid of branch funds, which will benefit to the extent of about £12. It has been decided to send representatives to the district committee and the annual conference.

THE W. G. AUGER TROPHY

The W. G. Auger Trophy was presented by the St. Pancras Branch to be competed for in the Inter-District Football Championship. This happy thought will be the means of permanently identifying the name of Mr. W. G. Auger with the Association for which he has worked enthusiastically for many years and in whose interests he has given unsparingly of his time and ability. Mr. Auger has been the

Chairman of the Branch since its inception and his retirement from the local government service during the present year will be greatly regretted by all who have been associated with him. The trophy will rank as a national Trophy

Cambridgeshire

Speaking at the annual dinner of the Cambridgeshire Branch, Mr. E. F. Bacon, Chairman of the Eastern District Committee, said the Branch had always been progressive and its work of great value. He recalled the name of Mr. R. P. Thorne, the second Chairman of the Eastern District Committee, who did his work so well that the lines then laid down were still followed. Mr. Bacon also paid a tribute to the ability of Mr. Peacock, the Branch Secretary. Mr. E. T. King (President) appealed for more support for the educational work of the Branch. During the evening local government officers in the service of the County Council provided an excellent programme of entertainment, including a sketch by the County "Nalgo" Players.

Cambridge Borough

Two innovations at the annual dinner of the Cambridge Borough Branch which proved entirely successful were that the diners sat at separate tables, enhancing the pleasant informality of the function, and that this year it was decided to hold a dance following the dinner. Mr. F. Hindle, President, presided over a company of about 150—a record attendance. Mr. Hindle referred to the B. and O. Fund and urged that they, with 84.9 per cent membership, would endeavour to attain the 100 per cent. of the County Branch. Arrangements for the dinner and dance were in the capable hands of Mr. M. Watson, the secretary.

Kent C.C.

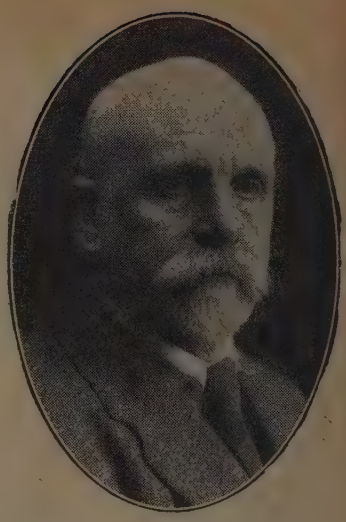
The Kent County Officers' Branch arranged a special conference of members at Maidstone on Saturday, March 10, at which addresses were delivered on the "Hadow" Report by Mr. C. A. Elgood, J.P., C.C., a member of the departmental committee responsible for that report, and on the question of "Whitleyism" by Mr. W. W. Armitage, the vice-chairman of the National Executive Council.

Stockport

The annual meeting of the Stockport Branch was held under the chairmanship of Mr. R. Willacy, president. The report of the executive committee showed there had been a good increase in membership during the year, while there was also definite improvement of the auxiliaries of the Association, the Provident and Approved Societies. Mr. G. H. Oldroyd was elected president; Mr. G. Carter, chairman, Mr. H. Russell, hon. secretary; and Mr. Meadows, hon treasurer.

Mr. W. Percy Fox, organising secretary of the Association, addressed the meeting. He recalled the conditions under which he had visited Stockport fifteen years ago, and congratulated the local branch on the happy relations which he was delighted to find existed between the Corporation and themselves. Fifteen years ago they only had a membership of 12,000, to-day that membership approached 74,000.

Mr. Fox dealt with services rendered by the Association, and spoke on the Hadow Report, which, he said, marked a new era in the history of the Local Government Service, and he asked all members carefully to examine the Report—and junior officers in particular—as the recommendations were going to play a very prominent part in their future.



Mr. W. G. Auger, member of the N.E.C., whose name is given to the new Inter-District Trophy.

Eastbourne

At the annual general meeting of the Eastbourne Branch, held recently, Mr. W. L. Allen (Deputy Town Clerk) was re-elected President; Mr. W. Hynes (Borough Librarian) Chairman; Mr. W. A. Wells, Hon. Treasurer; and Messrs. F. J. C. Butcher and J. R. Toovey, Joint Hon. Secretaries. The balance sheet and officers' reports showed evidence of a successful year, and membership had for the first time passed the hundred mark. At the conclusion of the annual business, Mr. Hynes, the new Chairman, gave a short address on the work of the Association, dealing with it from three aspects; firstly, N.A.L.G.O. as a National Association, representing and working for local government officers generally; secondly, the Staff Association and the local council; thirdly, N.A.L.G.O. and the individual local government officer. Mr Hynes emphasised the Association's broadening policy and the raising of municipal efficiency and status. Examples of national action were quoted: the extension of the War Bonus to municipal staffs, the work of the Whitley Councils, the sponsoring of superannuation legislation, and the valuable evidence given before the Royal Commission and Departmental Committees. "The recent economy cuts," said Mr. Hynes, "would have been more severe and more general had it not been for N.A.L.G.O."

St. Pancras

There was a record attendance of about two hundred and fifty at the annual dinner of the St. Pancras Branch, presided over by Mr. A. Powell Coke, Town Clerk, on Friday, March 2. The whole accommodation afforded by the Venetian Room at the Holborn Restaurant was required.

After an excellent dinner and the loyal toast, Mr. Robert Lee, Chief Electrical Engineer, proposed the toast of "The Ladies and Visitors" to which Mr. C. F. S. Chapple, Deputy Town Clerk, Holborn, responded. The toast of "The Chairman" was proposed by Dr. G. Sowden, Medical Officer of Health, and Mr. Coke replied.

The speeches were bright and interspersed with musical and other items. Later there was dancing, and a very fine cabaret entertainment was given during the evening.

This is quite the best and most ambitious function so far undertaken by the St. Pancras Branch, and every credit is due to Mr. D. J. Crosier, the branch secretary, who made the arrangements.

(*Branch News continued on Page 470*)

TO EARLY HOLIDAYMAKERS

WHO WILL TRAVEL BY RAIL WITH PENNY-A-MILE "SUMMER" TICKETS

Everything is in your favour for a wonderful time. The seaside and inland resorts of the West Country, at all times unmatched for natural beauty and holiday attractions, are at their best in the Spring and early Summer months. Not only that, but the days are longer with hours more sunshine; accommodation is cheaper; and there is no waiting for a game of tennis or golf. In fact you are to be congratulated if you *have* to go away early.

It will be a pleasure for the Great Western Railway Company to afford you all possible assistance, but just as a suggestion, think over the possibilities of Devon and Cornwall—the Channel Islands, where you get the flavour of the Continent whilst still under the protection of your own country—mountainous Wales—Somersetshire—Dorsetshire—Herefordshire—or the many other shires of the West Country. What a marvellous choice!

"Holiday Haunts" price 6d. will describe their attractions in detail, whilst giving you a selection of 8,000 addresses. Moreover, Holiday Season Tickets will be available in most districts to give you unlimited travel over a wide area for a modest 10s. a week. Any information will be gladly given at Great Western Offices and Agencies, or, if you prefer, write to the Superintendent of the Line, Paddington Station, London, W.2, and your requests will be attended to immediately.

GWR

NEWS FROM THE BRANCHES

(*Continued from page 468*)

East Ham

The East Ham Branch held their annual dinner and dance at the Hotel Russell, London, on March 2. Just under 200 members and friends sat down to dinner, this being a record for the branch's annual function. The guests included the president of N.A.L.G.O. (Mr. Cecil G. Brown), the Mayor of the Borough (Alderman W. W. Bagot) and the Mayoress, the local M.P.s and vice-presidents of the branch (Mr. Campbell-Johnston and Colonel Mayhew) and their ladies, the chairman of the local Whitley Committee (Councillor Pope) and Mrs. Pope, and respresentatives from the neighbouring branches of Barking and West Ham. At least half the members of the Town Council were present, including Alderman J. Brooks ("father" of the Council), while every chief officer in the Corporation's service was present.

The chairman of the branch proposed the toast of "The County Borough of East Ham," to which His Worship made a suitable reply. The toast of "The Visitors" was proposed by Mr. G. D. Lill, Chief Sanitary Inspector and senior member of the official staff, and the president of N.A.L.G.O., the chairman of the local Whitley Committee, and Councillor W. Thompson replied. Under the direction of Mr. Ernest F. Rutt, honorary social secretary, dancing occupied the guests until midnight. Dr. Malcolm Barker, ex-chairman of the branch, acted as toast master.

Tyldesley

The flourishing condition of Tyldesley Branch was referred to at their annual dinner, when the chairman of the Tyldesley-with-Shakerley Urban District Council said he was pleased to learn that all local government officers in the town were members of the association. He also referred to the question of a superannuation scheme which, he said, he felt certain would come into operation.

Barking

A pleasant ceremony at the annual dinner of the Barking Branch was the presentation to the Branch by Mr. W. E. Kidner, Borough Electrical Engineer, of a handsome presidential badge in commemoration of his year of office as President, 1932-1933. The President, Mr. A. J. Quadling, Deputy Borough Treasurer, thanked Mr. Kidner for his generosity. The guests included the Mayor and Mayoress of Barking and Mr. H. Slater, Education Secretary of the Association.

Central Warwick

At the annual meeting Mr. J. C. Whittaker, (Clerk of the Kenilworth U.D.C.) was elected president.

Rowley Regis

The annual general meeting of the Rowley Regis Branch was held recently, when Mr. Clifford Buckley, Town Clerk, was elected president. The members present expressed a strong desire to increase interest in the Association.

Metropolitan District Committee

12th ANNUAL REUNION

QUEEN'S HALL, Friday, APRIL 27, at 7 p.m.

Further particulars and Tickets from Branch Secretaries, or from—

Mr. W. H. Lakin, Town Hall, Haverstock Hill, N.W.3

Port Talbot

The Barry Players presented at Aberavon Shaw's play "Candida," in aid of the B. & O. Fund of N.A.L.G.O. The Port Talbot Branch organised the event magnificently, and they aimed at making an even better effort than last year, when they were awarded the Bridlington Cup. The organising secretary was Mr. Gwyn Lewis, of the Corporation Gas Department, and the following acted as committee: Miss C. Deeble, Miss Enid David, Messrs. T. Selby, H. Williams, G. Bidder, T. H. Phillips, J. R. Jenkins, and G. Lang.

Coulsdon and Purley

The Coulsdon and Purley Branch held its eighth annual dinner at the Red Lion Hotel, Coulsdon, on February 2, under the chairmanship of its president, Mr. N. McLeod, (Rating and Valuation Officer), who proposed the toast of "N.A.L.G.O.", stressing the fine work the Association was doing. Mr. Frank R. Finch, president and chairman of the Metropolitan District Committee, replied, emphasising the importance of Whitleyism.

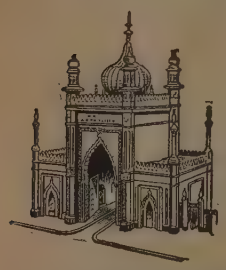
Bebington

The annual meeting of the Bebington Branch was held in the Mayer Hall, Mr. J. Wilson presiding. The following officers were elected: President, Mr. J. Marshall; vice-president, Mr. G. Beardsworth; chairman, Mr. J. Wilson; vice-chairman, Mr. Barton; secretary, Mr. C. Caldwell; assistant secretary, Mr. H. Owen; treasurer, Mr. G. Gray.

Rest and Recuperation

For those who desire rest, comfort, and good food, the

BLENHEIM HOTEL BRIGHTON



is ideal. Its sheltered situation, opposite the Pavilion Gardens, is within a few minutes of sea front and all entertainments. The 60 bedrooms have hot and cold water and gas or electric fires.

Terms are moderate and will gladly be sent with illustrated tariff on application to—

K. H. PENFOLD, Resident Director

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HYGIENE

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M. I. H.

to your name by joining

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VERY LOW FEES, NO EXTRAS. BOOKS LOANED FREE.

Write for Prospectus and advice. Mention "Local Government Service." Join now for the June 1934 or January 1935 Exam. Payments can be arranged to suit your convenience.

CLOUGH'S COLLEGE Temple Chambers London, E.C.4

Established nearly 50 years. ONLY ADDRESS. NO AGENTS.

THE "ELITA" EXPANDING ARMLET

Protect your shirt cuffs by wearing Elita Expanding Armlets:— tested and proved by thousands of workers. They are imperishable and guaranteed for 3 years.

Obtainable from all Outfitters, Stores, and Jewellers

E.P.N.S. 2/- per pair
GILT 2/6 per pair

THE ELITE BRACELET MFG. CO. LTD., 8-10, Staining Lane, Gresham Street, London, and Regent Street, Birmingham.

BLAZERS

of fine quality materials, smartly tailored and finished, made to measure,

in N.A.L.G.O.

Sweaters, trimmed N.A.L.G.O. from 14/-

STRIPED Woven Serge from 28/3 Material only, 28 ins. wide, 5/3 per yard
Blazers in plain Wine colour, Navy, Royal or Brown from 22/6
} **Double-breasted 5/6 extra.**

Cricket Caps in Devereux's world-famous shapes in N.A.L.G.O. Plain colour, 4/-. Striped, 4/9 each. Post paid.

Sleeveless Pullovers, trimmed N.A.L.G.O. Cable pattern, 11/- Taffeta Games Shirts, super quality, 5/6

(All prices exclusive of badge.)

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CAP AND BLAZER MAKER TO THE M.C.C., COUNTY XI's AND LEADING CLUBS.

HOLIDAY NEWS

CONTINENTAL TOURS

N.A.L.G.O. has prepared a very attractive programme of tours and cruises for 1934, and members are invited to obtain from Headquarters or from the branch secretaries copies of the illustrated leaflets giving full information. Here is a brief summary of the conducted Continental tours which are likely to prove most popular :—

OSTEND. Leaving London on Saturdays, August 11 and 25 at 2 p.m.

	Back rooms	*Front rooms*
8-day Tour ..	£4 19 0	£5 11 6
15 „ „ ..	£7 16 6	£9 1 6

The whole party will be accommodated at the Hotel Buckingham Palace which has 200 well-furnished bedrooms. The terms include full board and accommodation, and tips and taxes. Dancing and social evenings will be a feature of the holiday.

PARIS. Leaving London on Saturdays, August 4 and 18, at 10 a.m.

	Grand Hotel Suisse
8-day Tour	£7 18 6
15 „ „	£12 10 6

BRUSSELS AND PARIS. Leaving London on Saturdays, August 4 and 18, at 12 noon.

15 Days £12 15 0

Out via Ostend, home via Boulogne.

The first week is spent in Brussels and the second in Paris.

SWISS TOUR. Leaving London on Saturday, August 11, at 10.30 a.m., for a complete circuit of the most beautiful lake and most varied lake and mountain scenery in Switzerland, including Bale, Lucerne, Interlaken and Berne.—15 Days £18 7 6

OBERAMMERGAU. Leaving London on Saturday, July 28, at 2 p.m., for a tour of the Rhine, Black Forest and Lake Constance, including stays at Rhöndorf, Offenburg, Schramberg and excursions. The programme also includes time spent visiting Oberammergau to see tercentenary performance of the world-famed Passion Play. All inclusive terms.—16 Days £18 2 6

CANARY ISLANDS CRUISE

Members who take the Association's cruise to Spain, Portugal, Morocco, Canary Islands, and Bayonne (France) for Biarritz this year are in for a great time. The Special Activities Secretary reports that he has recently inspected the s.s. *Alondra*, which has been chartered for the cruise, and finds that vast improvements have been effected.

All staterooms throughout the ship are now fitted with a wardrobe with rods across the centre, and bottom drawers, coat hangers, large dressing mirror, electric radiator and a cabinet with three small drawers. In addition, the main and bridge deck rooms are now fitted with electric fans and all berths have "Nesta" spring mattresses. The old smoke room and drawing-room on the bridge deck have been demolished and in their place a luxuriously furnished lounge has been built and fitted with most comfortable furniture and modern lighting. There is a bathing pool amidships on the promenade deck with water heated to requirements. A powerful radiogram has been installed for suitable music during meals and for dancing in the evening. The deck entertainments of the passengers have not been overlooked, and many up-to-date games have been added.

The itinerary is also the best during the sixteen years the cruise has been organised by the Association and the cost of the shore excursions has been reduced.

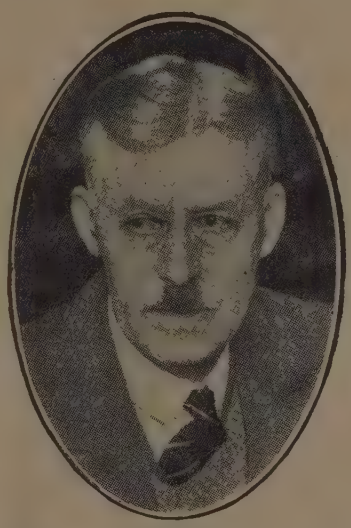
Members are recommended to obtain from the Special Activities Department at 24 Abingdon Street, Westminster, S.W.1, copies of the illustrated pamphlets giving full information regarding the tours and cruises.

HOLIDAY CENTRES

A large portion of the accommodation has already been reserved at the Croyde Bay and Cayton Bay holiday centres. The improvements which have been made at both places will provide a big surprise for this season's visitors.

OFFICIAL AND PERSONAL

ON retirement from the Medical Officership of Health to Bingley U.D.C., a position which he had held for thirty years, a presentation was made to Dr. H. Angus by the Bingley Branch of N.A.L.G.O. Ill health on the part of the doctor necessitated the presentation being of a very informal character. The gift took the form of an armchair.



Mr. H. Richardson, Water and Streets Engineer, Scarborough, who has retired after fifty years' service with the Corporation

The Bingley Branch sustained the loss of another member by the sudden death of Mr. Walter Spencer, Chief Librarian to the Bingley U.D.C. Mr. Spencer was a very popular and greatly respected member of the branch and his passing was deeply felt by all.

* * *

There passed away with tragic suddenness on February 18, Mr. C. W. Kelly, Senior Rentals Clerk in the Borough Treasurer's Department, Wallasey. Mr. Kelly had been performing his customary duties at the office the previous day and left apparently in good health. The news of his passing therefore came as a great shock to his friends and colleagues. The funeral took place at Wallasey Cemetery on February 21, when the Wallasey Branch of the Association was represented by Capt. W. H. Fry (President); Mr. W. E. Cumberland (Chairman); and many others. Mr. F. E. Harrop and Mr. T. D. Suthren (Secretary) were amongst the principal mourners. A floral tribute, entwined with the Nalgo colours, was sent from the branch.

Mr. Kelly became a member of the Association upon demobilisation in 1919, and was unanimously elected branch treasurer in November, 1923; a position which he had worthily filled ever since. His zeal for all for which N.A.L.G.O. stands was well known not only in Wallasey, but elsewhere. Mrs. Kelly and her two sons desire to express their very sincere thanks to all amongst Mr. Kelly's old colleagues for the sympathy which has been extended to them in their bereavement.

* * *

The Council of the Chartered Institute of Secretaries have elected Mr. H. Lythall, Chief Accountant to Leicester Gas Department, a Fellow of the Institute. Mr Lythall is the eldest son of the late Mr. C. F. Lythall, who was one of the founders of the Leicester Branch of N.A.L.G.O.

A signal honour has been bestowed upon Mr. Joseph Pomfret, F.L.A., Chief Librarian of Preston, and formerly Librarian of Darwen, by his appointment as president of the North-Western Branch of the Library Association.

* * *

Mr. A. W. Micklewright, who was for nearly three years Registration and Committee Clerk in the Town Clerk's office, West Hartlepool, has been appointed Committee Clerk in the Town Clerk's office, Wallasey. Mr. Micklewright was formerly first-class clerk in the Town Clerk's office at Crewe, where he also acted as Mayor's secretary.

* * *

Mr. E. R. H. Thurlow has been appointed Registration and Committee Clerk in the Town Clerk's office, West Hartlepool, in succession to Mr. Micklewright. Mr. Thurlow's previous appointment was that of Registration and Committee Clerk in the Town Clerk's office, Rochdale, in which capacity he had acted since March 1, 1927. Prior to 1927, Mr. Thurlow was in the Town Clerk's office at Gosport, and had acted as Mayor's secretary.

* * *

The retirement of Mr. A. H. Robinson, manager of the Stationery Department, Burnley, after thirty-five years' service, is announced. Mr. Robinson is one of the oldest and most respected officials in the service of the Burnley Corporation, and is widely known in his capacity as a Corporation official. He is also an active member of the local branch of N.A.L.G.O. and for three years was secretary.

* * *

A presentation of a pewter tea service has been made by members of the Padiham Branch to Mr. H. D. Robinson, who is taking up the position of gas engineer and manager to the Middleton Council.

MEMBERS INTENDING TO PARTICIPATE IN THE ESSAY COMPETITION IN CONNECTION WITH THE SUMMER SCHOOL, ARE REFERRED TO THE RULES WHICH WERE PUBLISHED IN THE MARCH ISSUE OF "L.G.S."

National Association of Local Government Officers

An offer Worth Accepting **COUPON** Privileges to Members

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Watchmakers to the Admiralty, etc.
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Please send me free of charge, a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to members of the "N.A.L.G.O."

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Requires practically no attention, never burns the food, and only requires a glimmer of gas to keep it going. It also conserves the natural salts in vegetables, so essential to health, and makes tough meat delicious and tender. An inexperienced cook can cook a dinner perfectly in a

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

OWNERS of greenhouses naturally take a pride in raising at least a portion of the necessary plants at home and still further of raising a proportion of them from seed as being on the whole the most economical method. As a case in point, one of the proudest men I have met this year showed me a batch of Cyclamens in full bloom in February, which had been grown in a small greenhouse. Now, Cyclamens are not the easiest of plants to manage, with the added drawback that owing to having to develop a corm it is approximately eighteen months from sowing before seedling plants come into full flower.

For Flowering in Summer

There are, however, plants of no mean beauty which can be flowered in summer from seed in one-third that time, and without a great deal of heat, either. China Asters are prominent amongst these, and one of the most compact types is the Dwarf Bouquet, which is obtainable in collections of separate colours as well as in mixture. It is true that the seedlings often cause disappointment by collapsing ("damping-off") before they have attained any great size, and for this reason I recommend my readers to set themselves up with a supply of the fungicide called Cheshunt Compound, which I observe has forced its way into the catalogues of most seedsmen and also of many of the multiple shops which deal in garden sundries. In this connection I may add that in years gone by and before the days of this substance careful gardeners generally managed to avoid damping-off by ventilating and watering carefully.

Have my readers heard of Anagallis grandiflora of seedsmen? It is a relative of the common pimpernel and is really well worth growing under Aster treatment. There are two varieties in the catalogues, a scarlet and a blue, both 8 to 9 in. high when in bloom. They are actually varieties of the botanist's species linifolia, the name of which stands for Flax-leaved and gives a clue to their grace.

Then there are the Browallias, of which two are offered by most seedsmen, the one (elata, blue, with white variety) an annual, the other (speciosa major) a perennial. The latter is the finer plant, but for early flowering from spring-sown seed I recommend elata as a graceful plant, 2 ft. high when in full bloom.

Somewhat dwarfer—say 18 in.—is Didiscus caeruleus, blue, a decidedly handsome thing, which many gardeners in large places are glad to utilise.

There are several Dimorphothecas and the species aurantiaca may be chosen for the sake of its gay orange-coloured flowers, which are produced in profusion on stems about 1 ft. long. It is sufficient of an annual, and sufficiently hardy, to be sown outside for use as a flower-garden annual, but it is quite worth the trouble of indoor sowing for greenhouse use.

The Balsams must not be overlooked and with them I should like to mention the closely allied species listed under the botanical name Impatiens Holstii, as the height does not exceed 18 in. and the flowers are of a brilliant orange-red or cinnabar-red hue; there are, moreover, hybrids of the plant in different colours.

Of Lobelias admirably suited to pot cultivation and summer flowering I may mention the blue species tenuior, which is often grown under the name ramosa; the height in bloom is about 1 ft. There are white and rose forms of this very graceful plant.

The seedsman's Rhodanthe Manglesii, rose, 1 ft., is the same plant as the botanist's Helipterum Manglesii and a most dainty little everlasting it is, especially when several are sown in a 5-in. pot, thinned to an even spacing and neatly tied. There is a white form and also a rose with double flowers.

Amongst better-known plants than some of the foregoing are Antirrhinums, Larkspurs of the Dwarf Rocket type, 1 ft., Mignonette of such varieties as the old Miles's Spiral and Machet, Petunias both single and double, annual Stocks (particularly including the Dwarf Bedding and Dwarf Bouquet Ten-weeks, which are of close habit and only about 1 ft. high when at their best), and Verbenas.

With respect to Antirrhinums, it is too late to sow for early summer bloom and box-seedlings from winter sowings should be preferred for that particular purpose; but sowings may still be made for later blooming. Some of the so-called intermediate types are rather too strong for small greenhouses, and the modern "bedding" type (better than the Tom Thumb) should be preferred.

For Winter Blooming

Perennial greenhouse plants for winter-blooming may have attention now, according to their particular habits. Thus the first sowings may be made of Cinerarias and Primulas (not forgetting the lovely Primula malacoides), room plants such as Palms, Ferns, and Aspidistras may be re-potted as needed, young plants of Begonia Gloire de Lorraine struck from cuttings in winter may have separate small pots, perpetual Carnations and young Chrysanthemums may be re-potted. If Cyclamen seeds were sown in summer, as mentioned in my opening remarks, the plants will have formed nice corms by now and may have a shift into separate 3-in. pots. The same remarks apply to young winter-sown seedling Gloxinias. If old flowering plants of Cyclamens are to be kept it is well to reduce the water supply now, so as to bring them to rest gradually.

Before concluding these remarks on the provision of bloom for the greenhouse, one may give a reminder that sooner or later hot sun may raise the temperature of glass structures unduly if no shading is provided; it is, therefore, wise to overhaul blinds and rollers, or to get a supply of wash-shading ordered, as the case may be.

Window Boxes

It is a little early to plant up window boxes for the summer display, but by no means too early to prepare materials for them. Thus a box of the now-famous semi-double brilliant yellow Nasturtium (Tropæolum) Golden Gleam may be sown. Young shoots may be taken from starting Fuchsias and struck as cuttings. If there is a store of old Zonal Geraniums they may be looked over, trimmed, and started into growth in gentle heat. Canary Creepers and Cobaea scandens may be raised from seed to serve as trailers.

Window gardening on a north aspect outdoors has its disadvantages, but one is not entirely helpless, especially if one can content oneself with plants the foliage of which is their chief ornament. Thus, there are select varieties of Hart's tongue and other Ferns, Aralia Sieboldii, Kentia Belmoreana (Palm), Myrtles, etc.

I have not recommended the early sowing of hardy annuals outdoors, but the time has come for it to be done; so let us bear in mind such lovely things as Calliopsis (Coreopsis), Candytufts, Clarkias in great variety, Collinsias, Cornflowers, Eschscholtzias (many beautiful varieties), Godetias (equally as well provided with varieties as Clarkias and no less charming, but flowering generally rather later), and others.

A MAN AND HIS HAIR ARE SOON PARTED

(Copyright)

and it's a deuce of a job to get them together again. *But* BRYLCREEM *can do it.* Falling hair is often caused by the use of inferior hairdressings which set hard and prevent the air getting through the hair to the scalp, also a hard deposit forms on the scalp choking the pores. Thus are caused all manner of ills to which the hair is heir, among which Scurf and Dandruff are perhaps the best known and most dreaded.

Brylcreem *contains no Gum* and keeps the hair soft and supple, yet by its gentle insistence, *perfect control of the most unruly hair* is obtained. Because Brylcreem contains a higher content of tonic properties it definitely checks dandruff, scurf, falling hair, etc., and encourages the growth of the hair.

Obtainable Everywhere 9d., 1/-, 1/6 and 2/6

BRYLCREEM

The Perfect Hair Dressing

The County Perfumery Co., Bradford St., Birmingham, 5

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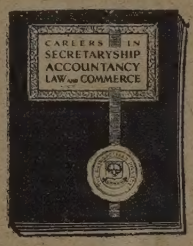

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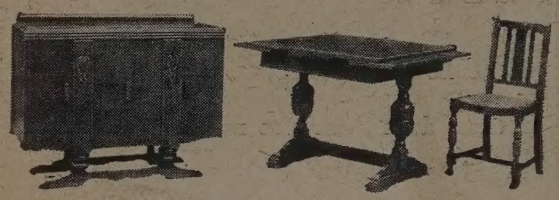

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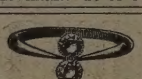

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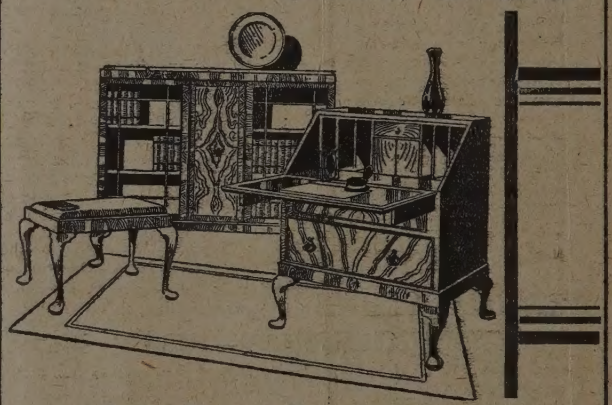

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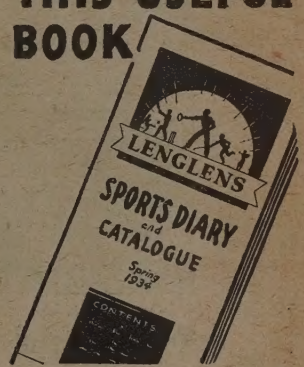

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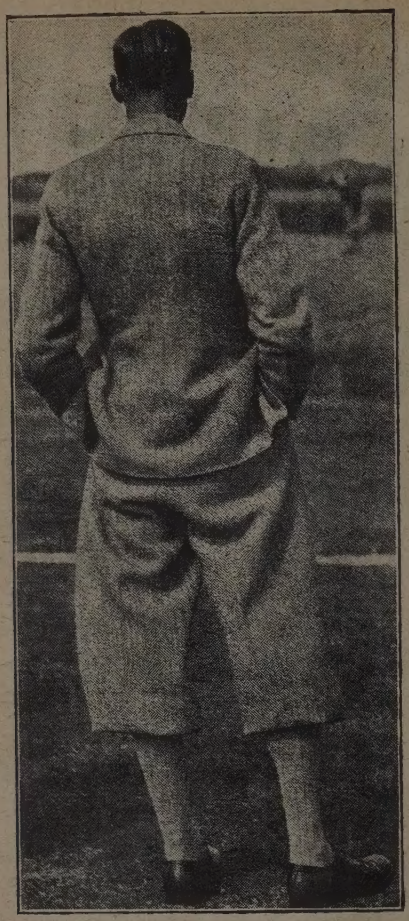

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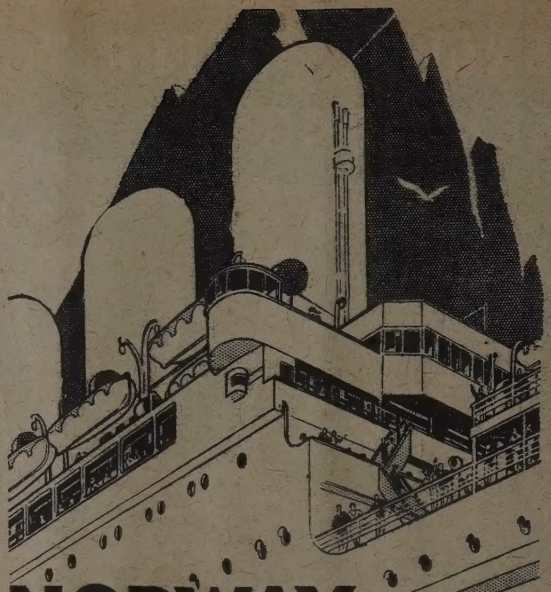

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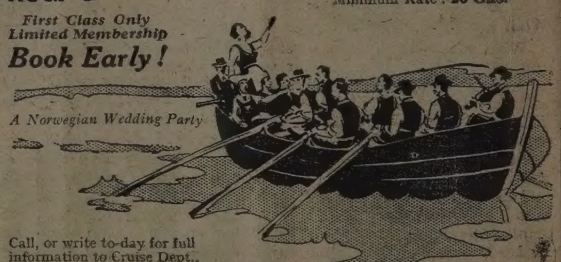

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